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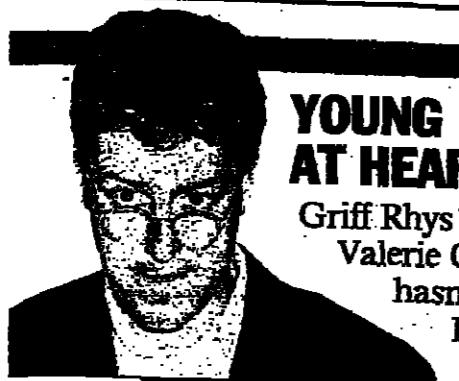
THE TIMES



35P

No. 65,751

TUESDAY DECEMBER 3 1996



YOUNG AT HEART

Griff Rhys Jones tells Valerie Grove why he hasn't settled down
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PLAY THE £50,000 GAME

See how your players are performing
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LIBBY PURVES

on grown-ups behaving badly
PAGE 16



WIN
A
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Fiancée witnessed car chase murder

Driver dies in 'road rage' stabbing

BY STEPHEN FARRELL



Lee Harvey: stabbed then throat was cut

A YOUNG father has died after a passenger in a car he overtook stabbed him at least 15 times and slashed his throat at the end of a three-mile chase along unlit country lanes.

Lee Harvey, the fifth man to die this year as a result of road rage, was left bleeding from multiple wounds in the middle of the road as his attacker's car drove off. He died in the arms of his fiancée, who was slightly injured.

Detectives were last night looking for the shabby F-registraion Ford Sierra that chased the couple between Burcot and Alvechurch in Hereford and Worcester, late on Sunday night. Detective Superintendent Ian Johnston said: "You could call it road rage, to us obviously it is murder."

Mr Harvey, 25, and his fiancée, Tracey Andrews, had been on their way home from an evening out in their white Escort RS2000 - when they overtook the Sierra along the A38 near the Forest public house. The other driver gave chase, flashing his lights, driving bumper to bumper, and exchanging obscene hand gestures with Mr Harvey.

The pursuit continued along unlit single track lanes until the Sierra overtook Mr Harvey, who either decided or was forced to stop in Coopers Hill, a few hundred yards from his home. As Miss Andrews looked on from the car, the two drivers argued, pointing their fingers and shouting.

The confrontation appeared

overweight white man aged about 25 who was wearing a dark donkey jacket. The slim driver looked much younger, was about 5ft 6ins to 5ft 8ins tall with short dark hair. Their car was thought to have left the road three-quarters of a mile further down the lane and would probably have a damaged front nearside.

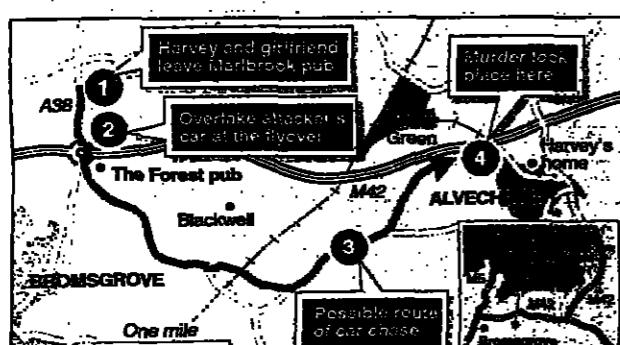
Mr Harvey, a former bus driver, and Miss Andrews, 27, had been engaged for two years and shared a flat in Alvechurch with their two children from previous relationships - Mr Harvey's five-year-old daughter, Danielle, and Miss Andrews's daughter Carla, who is six.

The killing is the latest in a series of road rage attacks and has marked similarities to the murder in May of Stephen Cameron, who was also stabbed and left bleeding to death in front of his fiancée. Mr Cameron was killed after he and the driver of a Land Rover Discovery got out of their vehicles to argue at traffic lights on the M25 sliproad at Swanley, Kent. Police are still seeking Kenneth Noye, who was cleared of murder after killing a policeman after killing a policeman in the 1980s, in connection with the attack.

Other road rage victims include a cyclist who died after banging his head on the ground when a taxi driver swerved towards him. The taxi driver was last month jailed for 4½ years.

In May, a passenger was shot dead in London after the car he was travelling in did not stop after a minor accident, and in February, another passenger was beaten to death with a steering wheel lock in an argument about flashing headlights.

Other incidents have led to a doctor being jailed for pulling a starting pistol on a passenger in a dispute over a parking space, and another driver was jailed for five years after biting off another's nose and breaking the hip of a woman who tried to help.



Halifax holds mortgage rate

The Halifax, Britain's biggest building society, is resisting pressure to follow Abbey National and lift its loan rate.

Halifax is holding mortgage rates at 6.99 per cent in spite of the move by its biggest rival to lift loan rates by a quarter percentage point. Increases by the Coventry and the Northern Rock brought to five the lenders that have put up rates

Bullied clerk wins action

BY ADRIAN LEE
AND FRANCES GIBB

LAWYERS predicted a surge of legal actions over bullying at work after a solicitor's clerk yesterday won a landmark private prosecution against his former employer.

The £200-a-week clerk, Joel Parkes, took out summonses against Robert Layton, a sole practitioner in Action, after being sworn at and grabbed for failing to photocopy court papers. Layton was convicted of assault after Haringey magistrates in north London heard

that he went red with rage, shouted obscenities and struck Mr Parkes on the shoulder.

The solicitor now faces a Law Society investigation and possible disciplinary proceedings which could lead to him being struck off.

Mr Parkes, 36, brought the action after the Crown Prosecution Service decided not to press charges. Two witnesses working at the same firm declined to give statements to police. But Mr Parkes issued summonses and both were forced to give evidence.

Awarding £30 compensa-

tion and £785 costs to Mr Parkes, who is now studying to become a solicitor, magistrates rejected a claim by Layton's counsel, Anthony Arding, QC, that it was a trivial incident that happens in offices "day in, day out".

Lawyers are predicting a rise in legal actions over bullying at work. Last week new research for the Institute of Personnel and Development showed that one in eight people had been bullied in the past five years. More than half of those said

Continued on page 2, col 4

More students struck by meningitis

TWO Southampton college students were diagnosed as having meningitis yesterday. They bring to eight the number of cases since November 16. Two more occurred in October. A York University student also has the disease.

Ann-Marie O'Connor, 19, from Acton, and Samantha Milroy, from Stockport, have died of the illness at the University of Wales, Cardiff.

Parents grieve. page 6

Moira Stuart dresses up the news in genes

BY CAROL MIDGLEY
AND NIGEL HAWKES

THE BBC television presenter Moira Stuart yesterday became the latest celebrity newscaster to join the ranks of the so-called "great and good".

Ian Taylor, the Science Minister, announced she had been appointed as a "human face" to the Human Genetics Advisory Committee.

Last year Gillian Shephard, the Education Secretary, appointed ITN's Trevor McDonald as chairman of the newly

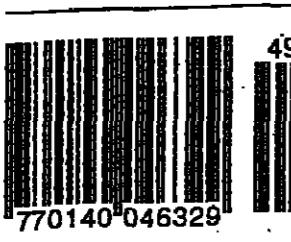
created Better English Campaign, a steering group with the serious aim of declaring war on sloppy standards. Nick Ross, a Radio 4 presenter and anchorman of BBC Television's *Crimeswatch UK*, is now considered an authority on crime prevention. In 1993 he was invited on to the National Board for Crime Prevention and is an active member of the Crime Concern National Youth Campaign.

The Channel 4 News presenter Jon Snow combines his full time job in television with chairing several charities. Nicholas Witchell, the BBC newscaster, is involved with several charities, and Anna Ford is patron of the Turville Trust, an organisation set up to build a holiday centre for deprived children in Buckinghamshire.

But perhaps the busiest of the celebrity newscasters is the BBC's Martyn Lewis, who at the last count had put his name to no fewer than 17 charities.

The Human Genetics Advisory Committee will be chaired by Sir Colin Campbell, Vice-Chancellor of the University of Nottingham. Its first meeting is expected to be early in the new year.

The Times on the Internet
<http://www.the-times.co.uk>



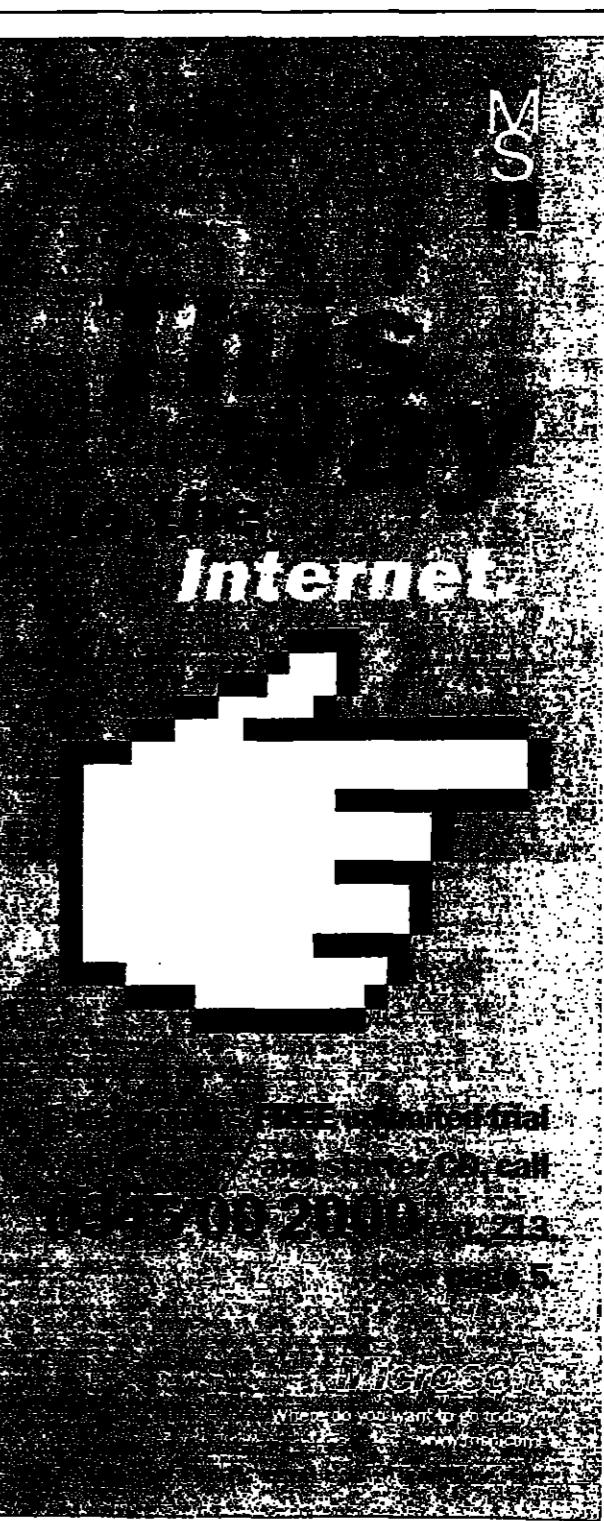
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Clarke refuses to budge on EMU policy

BY PHILIP WEBSTER
AND CHARLES BREMNER
IN BRUSSELS

KENNETH CLARKE yesterday set his face against changing the Cabinet's wait-and-see policy on the single currency after reports that the Prime Minister might attempt to do so before the general election.

The Chancellor appeared to be locked in a trial of strength with a Cabinet majority as he gave a warning that ditching the present state of leaving options open at the election would be both "senseless" and "preposterous".

Mr Clarke, at a meeting of European finance ministers in Brussels, took several opportunities to dismiss fresh reports that John Major was trying to abandon the wait-and-see line before the election and go to the country on a pledge to save the pound. He stopped short of threatening to resign if the policy changed but his words raised serious doubts over how he could stay if he were to be overruled.

However, Downing Street officials, while emphasising that the policy remained unchanged, appeared to be leaving open at least the prospect that it could be reviewed before the election. They said the Government would "take a decision on EMU (European monetary union) when it was appropriate to take a decision".

Informed sources close to the Prime Minister, however, emphasised last night that he was unlikely to change the policy. In April when the Cabinet decided on staging a referendum on the single currency, Mr Major said in an official statement that the Government would be "keeping our option open at the next election". When he reaffirmed that policy on October 5 in an

Continued on page 2, col 1

Anatole Kaletsky, page 16

Speaker spoils the fun after MP invokes insulting tradition

"CAN I ask our blond and blue-eyed — if not exactly Finnish — Secretary of State, with his balding and brown-eyed junior minister...?"

Rhodri Morgan got no further. "These personal remarks," protested Madam Speaker, "have no place in this chamber." She told Morgan to rephrase his question, avoiding unpleasant descriptions of the Welsh Secretary, William Hague, and the junior minister, Jonathan Evans.

But as personal remarks go, this windy, burbling, frizz-

haired, crag-faced sub-Patrick Moore of a Labour spokesman on Wales was mild at Welsh Questions yesterday. Contrast his gentle mockery with Mr Evans's predecessor as minister at the Welsh Office, Rod Richards (Clwyd NW). Speaking of Welsh Labour councillors, Mr Richards said: "They're all the same: slimy, short, fat and fundamentally corrupt."

When I hear that name, the Prime Minister is said to have remarked of Euro-rebel Sir Richard Body (C, Holland

with Boston) "I hear the sound of white coats flapping." The quip was not meant to be repeated, but that is a risk any politician runs. "I wish that cow would resign" muttered the (then) Northern Ireland minister, Richard Needham (C, Wiltshire N) into his (insecure) mobile telephone. Margaret Thatcher took it well, observing only that if this was the worst they said, she could live with it.

Over the past year, I have been assembling a mountain of clippings recording the

things politicians come to wish they had never said. A fellow-mischief-maker called Phil Mason — a magpie of parliamentary archives — has helped, and together we have compiled an anthology going back centuries.

The Baroness Thatcher comes out of any selection of unwise personal remarks with

dignity: the butt of much abuse, she herself was rarely personal. A personnel report, rejecting her for a job with ICI in 1948, noted: "This woman is headstrong, obstinate and dangerously self-opinioned." Some 40 years later, President Mitterrand said that she had "the eyes of California and the lips of Marilyn Monroe". Calling her "empty-headed" on the Middle East, Jonathan Aitken explained: "She probably thinks the plural of sinus is Sinal." Aitken must now bitterly regret the jibe. Labour's Tony Banks, who accused her of "behaving with all the sensitivity of a sex-starved boa constrictor" regrets little. Sir Edward Heath hardly needs replying (asked why Mrs Thatcher hated him so much) "I cannot say, I am not a doctor."

It is the prerogative of the

great to be rude about each other. Herr Kohl took with good humour a greeting from Bill Clinton at a Nato summit in 1994: "I was thinking of you last night, Helmut, because I was watching the sumo wrestling on TV."

Along with his "white coats" remark, Major doubtless regrets calling some of his Cabinet colleagues "bastards". I do not know whether Labour's Sam Galbraith (Stratford-on-Avon & Bearsted), a brain surgeon, regards of the opinion he offered of his former colleague, the one-time MP for Leith, Ron

Brown (who had smashed up his former girlfriend's flat). There is nothing I can do for him professionally."

But then the Commons is a Lewis Carroll world, where different rules apply. I looked down yesterday as Mr Morgan was silenced by the Chair. In mid-insult to Messrs Hague and Evans. All three men had been grinning happily. Miss Boothroyd was simply spoiling the fun.

Read *My Lips* is published by Robson Books.

MATTHEW PARRIS

POLITICAL SKETCH

Clarke

Continued from page 1
article in *The Times*, Mr Major said Britain should stay in the negotiations to defend its national interest and prevent the rest creating a failed EMU.

But the Downing Street sources said it would be wrong to read any differences into the April 5 and October 5 statements. They were both based on the likelihood that the time to make a decision about EMU entry would be after the election. An informed source said that reports to the contrary were "wishful thinking".

Mr Clarke was questioned about Mr Major's reported desire to ditch the wait-and-see policy when he arrived in Brussels. His response was uncompromising. "I don't believe that for one moment anything of that kind is being contemplated. It simply isn't going to happen."

But he pleased the sceptics by succeeding in Brussels in winning guarantees that rules on the euro and the stability pact would not apply to Britain outside a currency.

For once, Britain had little to do with the tension among EU ministers yesterday, as Theo Waigel, the German Finance Minister, flexed Bonn's monetary muscles, holding out against the wishes of all other states except The Netherlands, to allow a measure of political latitude in the stability pact. But by last night Germany was edging towards a compromise on the circumstances in which a government would be fined for spending too much.

Towns 'face invasion of giant lorries'

BY JONATHAN PRYNN, TRANSPORT CORRESPONDENT

A NEW generation of 44-tonne "super lorries" could be allowed unfettered access to the main-road network from 1999 under proposals released yesterday by the Government.

The current tight restrictions on the Continental-style six-axle juggernauts would be dropped between 1999 and 2001, according to a consultation document from the Department of Transport.

John Watts, the roads minister, said the move would take 6,500 smaller lorries off the roads as hauliers switched to the larger vehicles. The lorries can currently be used only for journeys between rail freight depots.

Mr Watts said that the six-axle trucks would cause no more damage to roads, bridges and buildings than 38-tonne lorries — the biggest currently allowed — because the load would be spread over six rather than five axles.

Environmental groups said the proposals spelt disaster for Britain's country towns and villages. Since the last increase in lorry weights — to 38 tonnes in 1983 — lorry mileage had increased by 30 per cent and freight mileage by 42 per cent, said Lynne Sisman, assistant director of Transport 2000. "All research suggests that heavier lorries are more dangerous and intrusive," she said.

Britain's largest rail freight company, English, Welsh &

Letters, page 17



Joel Parkes, who won a private prosecution for bullying

Bosses face rise in bullying claims

Continued from page 1
bullying was commonplace at their workplace.

Melissa Compton-Edwards of the institute said: "Bullying behaviour typically consists of unfair and excessive criticism, publicly insulting the victim, ignoring their point of view and constantly changing or setting unrealistic targets."

Legal actions over bad

overwork — are being categorised as "stress" claims, and are likely to be brought in the civil courts.

Tania Stess, a solicitor with Davies Arnold Cooper, says there could be as many as 130 stress claims pending, although many may be settled out of court. They have been prompted by two rulings. In 1994, John Walker, a social worker, received £175,000 in settlement of his claim for a nervous breakdown caused by pressure of work. In 1995, Paul Pickering, a police officer, won an increased pension after proving he had been disabled by stress at work.

Jill Earnshaw, lecturer in employment law at the University of Manchester, says bullying claims are common in the United States. "Some may call these cases victimisation or persecution, but I would classify them as bullying in one form or another."

After yesterday's hearing,

Layton, a solicitor for 16 years, said he would consider appealing. Mr Parkes, who is working for the Legal Aid Board while studying, said: "It was a nightmare working there. All I wanted was to see him in court for what he did."

Mr Parkes said he had arrived for work on May 17 to be confronted by Layton, who accused him of not having carried out work and began swearing violently when given an explanation.

"He punched me on the left shoulder and pulled me back as I was going past him. He raised his fist. It was a fight that was beginning. It was out of the blue. I pushed him and said 'Don't you touch me!'

Another solicitor, Raymond Beretto, stepped between the two as Layton lunged again. Mr Parkes said: "Bob was swearing and cursing, trying to get round him. He was growling and snarling, with both fists clenched like he wanted to fight."

Under cross-examination by Mr Aridge, Mr Parkes accepted that the blow was landed with an open hand.

Mr Aridge said: "Is not Mr Layton, in the ordinary give and take of office life, as his employer, entitled to take hold of his arm?" To classify this as an assault would be "quite ludicrous", he added.

A very down to earth question.

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TIN1

SCIENTISTS from the American space agency Nasa this morning hope to improve on the chequered record of recent missions to Mars.

Nasa's Global Surveyor, launched on November 7, is on its way, albeit with a defective solar wing, but Russia's Mars 96 ended in the Pacific Ocean soon after launch on November 16. "One near-miss, one miss and now it's our turn," said Curtis Cleven, today's launch operations manager for Mars Pathfinder. "We're all a little nervous. At least I am."

Mars Pathfinder contains a lander and a small robotic rover called Sojourner. It is due for launch just after 7 am this morning on a Delta rocket from Cape Canaveral, the timing determined by a flight plan which will take it direct to Mars. If all goes well it will arrive on the planet's surface on July 4 next year. Independence Day.

It will plunge towards the surface at 17,000 mph without tarrying in Mars orbit, open a parachute and then, just before impact, inflate two airbags and fire retro-rockets. When it hits, it will bounce, roll and tumble, the airbags at each corner protecting it from damage. It could

take several minutes to come to a halt. The bags will then be deflated and "petals" will open up to support the spacecraft and turn it right side up. It will take pictures, transmit data, and allow the six-wheeled Sojourner to leave down a ramp on to what should be a flatish floor of a dried-up flood plain.

Sojourner, with its battery of test instruments, is designed to last for only about a week, though if the electronics survives the constant hot-cold cycling of the Martian day and night it may go for longer. At \$190 million, Pathfinder is a low-cost mission, far less ambitious than the doomed Mars 96.

US aims to beat jinxed Mars record

BY NIGEL HAWKES
SCIENCE EDITOR

THE cream of waterbeds

A Dutch company is seeking a patent for the cattle waterbeds that it claims will boost milk yield. About 180 of the water-filled rubber mats, which can be heated, have been delivered to a dairy farm in England. The farmer is so pleased with them that he has ordered another 100. "It is good for a cow to lie comfortably," a salesman for the Dunlop-Enerca factory said. "Cows can be compared to top athletes. Under the best circumstances they will give their greatest performances."

for long sci

Businessman dissolved body in acid for crime better than an Agatha Christie, court told

Husband 'boasted wife was victim of perfect murder'

BY A STAFF REPORTER

A BUSINESSMAN boasted that his wife's disappearance had been a perfect killing, a court was told yesterday. Russell Causley was alleged to have said it was "better than an Agatha Christie murder".

In 11 years, no trace of his wife Veronica has ever been found. He said she had run away after he moved his young mistress into their Bournemouth family home. In fact, Winchester Crown Court was told, her domineering husband had apparently killed her "with a shot of gas" and her body was dissolved in acid. He denies murder.

Anthony Donne, QC, prosecuting, said that Mr Causley lied to friends about his wife's whereabouts, and got his lover to forge her signature to make it look as if she was still alive.

It was only when Mr Causley, 53, found himself in prison for an insurance fraud that he bragged to another inmate about his undiscovered crime, it is alleged. He was also said to have talked with another prisoner about whether it was possible to be convicted of murder if no body has been found.

Mr Donne told the court: "He was not only ruthless in getting rid of his wife, he was

also entirely determined to get his own way. He is a clever, devious and cunning man. Having murdered her, he got rid of her body in such a way that it would never be found."

Mr Donne said that the businessman had married in September 1965, when his bride was 20. His surname then was Packman. They had a baby girl, Samantha, four years later, but the young mother was prevented from having contact with her own family.

The first they knew of

their grandchild was when the family made an unannounced visit. Her parents saw her just once more, in 1976, when again the family arrived without warning. They last heard from her in 1985 when, Mr Donne said, "she disappeared off the face of the earth".

The jury heard that the businessman had met his 25-year-old lover, Patricia Causley, when he employed her after he opened an insurance business in Bournemouth in 1984. A few months later she had sold her flat and moved into the family home. After his wife's disappearance,

he took his lover's name.

Veronica, then 40, vanished in June 1985 while her hus-

band and their teenage daughter were on a day trip to London. Her wedding ring was discovered on a note in the kitchen, saying she could take no more. Upstairs her favourite bellgown was discovered slashed to pieces. But Mr Donne said that very few of her personal effects had gone missing, and she had left her Rolex watch and jewellery. Later it was discovered that no suitcases had been taken.

Mr Donne said: "Samantha

remembers going with her father to London to meet Patricia Causley for lunch in the summer of 1985. She does not recall seeing her mother in the house. When they returned, she saw her mother's

wedding ring in the kitchen and a note in her

handwriting."

Later that month, the court was told, Mr Causley wrote to his solicitor saying he wanted his divorce to proceed on a 50-50 basis, and that he wanted to buy his wife's half of the house. In the letter he said: "She was not amused and walked out soon after". He claimed she had taken £2,000.

He was said to have told

friends a number of stories about where his wife had gone, for example that she had

gone off with a rich German,

or that she had gone missing

"with a guy in a red Porsche".

He claimed she was in Switzerland, Malta and Germany,

and that he had given her

£20,000 as a settlement.

Mr Donne said that when

one friend asked why he had

not sold his house, Mr

Causley told them it had

something to do with Veronica

which would take seven years.

Mr Donne told the court:

"This is the time that

presumption of death is made."

It was in 1990, said Mr

Donne, that Mr Causley and

his lover began transferring

the house into their own

names. A woman telephoned a

solicitor in Southampton,

Hampshire, claiming to be

Veronica. Later a woman arrived at the office and pretended to be her. It was really Patricia Causley, said Mr Donne.

In Brixton Prison, Mr

Causley allegedly confessed to

murder in a conversation with

a fellow inmate, who later told a probation officer. Later, Mr

Causley was transferred to

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B&Q Environmental Update



Dr Alan Knight • B&Q's Quality & Environment Controller

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This is our fourth annual update covering all the main areas of environmental activity during the past year and describing our plans for the future.

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By the end of 1995: all our timber products to come from well managed forests – only 1.5% of timber by volume failed.

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Independent Forest Certification – the best way forward

How can we be sure that timber is from well managed forests?

Until now evaluation of timber sources was dependent on 'internal scrutiny' – desk top studies and occasional visits to forests. The weaknesses are obvious, but it was all we had. But not anymore: we, like many other organisations, realised

back in 1990 that a more robust and credible system was needed. Forests must be independently certified. By working together B&Q and many other companies and environmental groups created The Forest Stewardship Council (FSC).

The Forest Stewardship Council (FSC)



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356/158

The role of the FSC is to set the principles of good forest management and ensure that certification across the world operates to the same standard. We believe it currently represents the only credible system capable of operating globally.

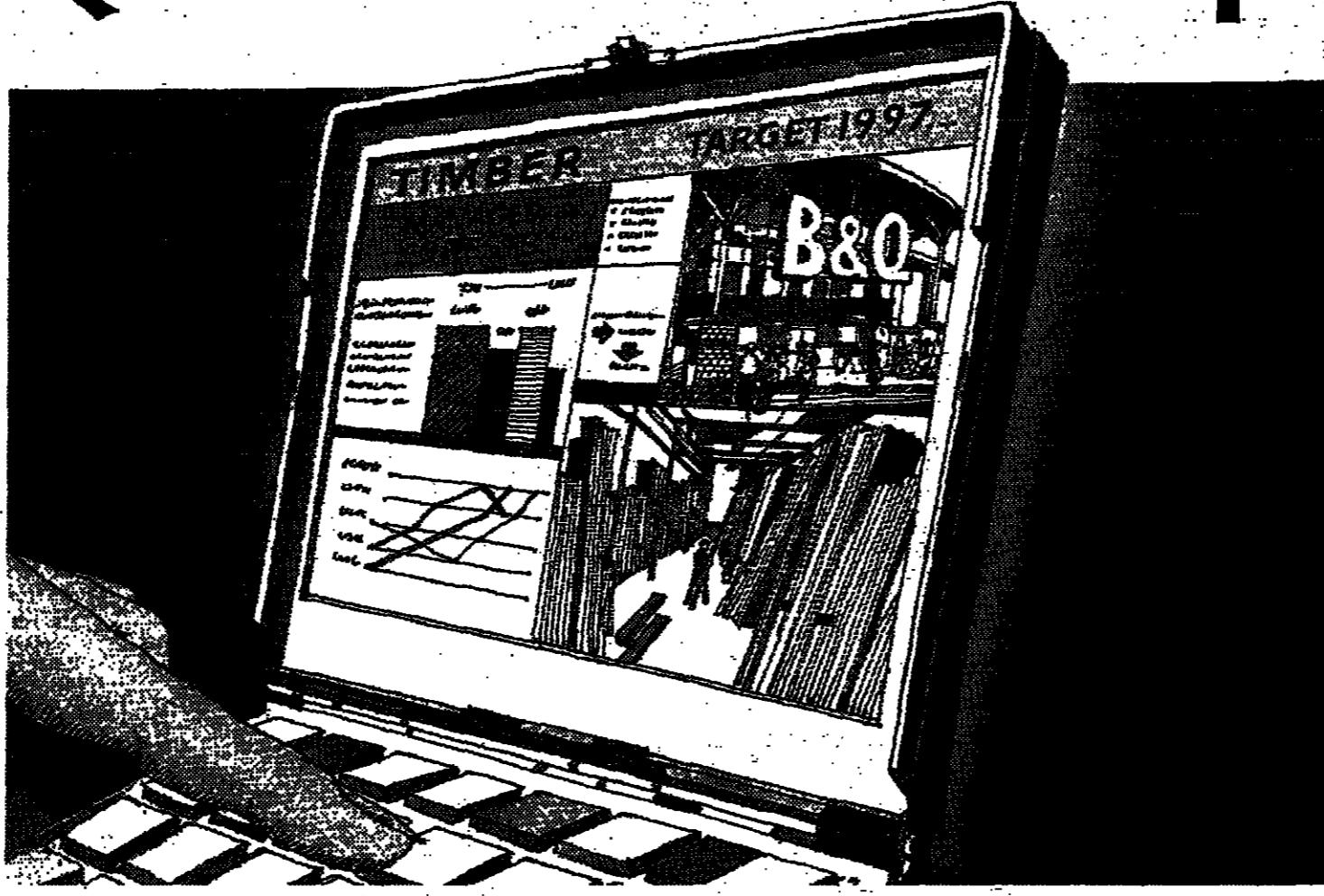
Customers are just beginning to see the FSC trademark on timber products in our stores and as these become more widely available we hope marketing campaigns from other retailers (including competitors) and the World Wide Fund for Nature (WWF) will help customers recognise and buy these products in favour of non-certified products.

Products available at B&Q which have already been independently certified:

PRODUCT	SUPPLIER	COUNTRY
Exterior Doors	Chindwell	Malaysia
Charcoal	Charcoal Almed, Recetta	South Africa
Interior Doors	Premium Timber	Poland
Edge Laminated Pine Boards	Premium Timber	Poland
Cabinet Doors	Premium Timber	Poland
Wooden Door Furniture	Douglas Kane	Poland
Parquet Flooring	Western Cork	Zimbabwe

Certification initiatives are also underway in other countries such as Ivory Coast, Ghana, Sri Lanka, UK and Sweden.

Some producers have genuine forest management problems and real practical problems to overcome. Others are simply reluctant to support the concept of certification. We shall continue to explain to them why we believe it is important but if they are not convinced we will have to buy from elsewhere.



Target – By the end of 1999 the only wood we buy will be from independently certified forests.

Paint

One in three pots of paint sold in the UK for domestic use is bought from a B&Q store. We believe that between 0.6% and 2% of all solvent emissions in the UK could be from paint bought at B&Q.

The figure is large enough for B&Q alone to make an impact on the overall reduction of solvents. Solvents contribute to low level smog, climate change and can aggravate asthma. They also have an unpleasant smell. The future can be solvent free and where technically impossible, low solvent paints are the answer.

The first stage is already underway. We are working with our suppliers to ensure there is a clear and precise message on every single can of paint we sell. At the moment, this is not the case.

From a total of 123 products there was the following confusing array of labels:

Class Type	Class	No. of products
ODOUR	Low odour	66
	Low in odour	3
	Lower odour	5
	Lower odour formula	5
	Less odour than conventional gloss paint	2
	Match less colour than ordinary emulsion	2
	Low aromatic solvents reduces odour	2
	No unpleasant odour	2
	TOTAL	87
WATER-BASED	Waterbased	40
	Economical waterbased	1
	Waterbase copolymer emulsion	5
	Waterbased acrylic	1
	TOTAL	47
LOW SOLVENT	Solvent free	6
	Free from solvents	4
	Solvent free waterbased formula	2
	Low solvent	5
	Low solvent formula	1
	Very little organic solvent	1
	Solvent based, the use of water based alternatives should be considered	1
	TOTAL	20
OZONE	Ozone friendly	6
	Contains no fluorocarbons	3
	Contains no CFCs	4
	TOTAL	13
LEAD	No lead added	10
	No added lead	1
	Contains no lead	7
	Contains no lead additives	1
	TOTAL	28
PLANTS & ANIMALS	Harmless to plants	5
	Harmless to animals	1
	Harmless to plants and animals	1
	Harmless to plants and pets	2
	Plant and animal safe	1
	Harmless to plants when dry	2
	Harmless to plants and pets when dry	1
	TOTAL	13
RECYCLING (packaging)	25% recycled steel	12
	Recyclable	13
	TOTAL	25
OTHER	Environmentally friendly	1
	Lower environmental impact in manufacture	2
	Official Sponsor WWF	7
	TOTAL	10

When we finalise our policy at the end of the year we will start phasing out claims such as 'environmentally friendly'. We have also worked with suppliers to agree a standard format for displaying the solvent content of all products.

Proposed Target – End of 1999: to reduce solvent emissions from B&Q paint by 30% (using 1996 figures as baseline).

As part of this process we will start introducing new products with a lower solvent content.

Target – December 1996: to finalise details of policy.

Target – End of June 1997: to have new labelling system in place.

Target – July 1997: to launch customer communication programme.

Charcoal

All our imported lumpwood charcoal is currently certified and next year all our new stock of briquettes and barbecue kits will be certified.

Charcoal production can help our forests in the UK. By working with the Bio Regional Development Group, it has been possible to sell charcoal from coppiced woodlands in the nearest B&Q stores.

Last season local charcoal was on sale in 120 stores. Target – by summer 1997: to buy locally produced charcoal for virtually all stores.

Target – by the end of 1997: to have 50% of UK sources of charcoal independently certified.

Working Conditions in Developing Countries

Working conditions in developing countries is a difficult and emotional issue. The most publicised example is the abuse of child or bonded labour. However, we believe the issue is more complex than just child labour. We have seen factories where as well as environment controls, health and safety can also be improved.

We have worked with suppliers to introduce basic health and safety measures in coil door mat, rug and brassware factories in India. We visit factories and if required request improvements. The scale and complexity of our supply base makes this a huge initiative.

By the end of 1996 we plan to finalise a method of audit and random follow up visits using local specialists for our entire Indian supply base. This will be used as a trial for similar initiatives across the world.

It will be several years before we are satisfied with the working conditions in our factories. However, we firmly believe working with our suppliers is the only way forward and is preferable to bans or boycotts which result in more hardship for the workers.

PVC

PVC has long been associated, rightly or wrongly, with dioxin contamination during PVC production and waste incineration. Also many PVC products contain phthalates. This chemical has been connected with the decline in fertility rates and the feminisation of some animal species. Some environmental campaigners are trying to persuade businesses to phase out PVC altogether. The industry has responded by focusing on the benefits of PVC and questioning the validity of the scientific theories. The issue facing B&Q is that both points of view have merit.

The science is ambiguous and there is as yet no consensus as to the true extent of the problem or to the solution. We will not take sides – but we want to do what is right for the environment.

We shall be financing a PhD student to work on this issue for three years to focus on reviewing the literature and relating it specifically to the B&Q product range. Chemical analyses will be undertaken as and when necessary. We will act on the research findings as soon as key facts are identified.

What of the other issues?

Supplier Assessment

There are so many issues for B&Q to resolve, we cannot resolve them all alone. We must get all our suppliers involved. Since 1991, it has been company policy for all our 600 suppliers to have an environmental policy, backed up by an action plan. By the middle of 1994, over 95% of our suppliers had a policy – an improvement of 85% since 1991.

Building on that progress in July 1995 B&Q launched a supplier assessment programme, called: QUEST which included both quality and environmental performance. QUEST, which stands for Q(Uality, E(thics, S(afety & T(radition of products, measures suppliers on ten key quality or environmental principles.

The extensive amount of information which needs to be processed has caused bottlenecks, but despite this we know that QUEST is the correct approach. Any suppliers not meeting a certain grade will not have any new products listed until they have addressed the problem concerned. Continued inaction will result in a company being de-listed. Of our existing suppliers, 30% have been reassessed and the average grades for the five environmental principles are:

QUEST 6
Average grade: 3.4
Environmental Policy and Awareness

Suppliers' understanding of the environmental issues associated with their products and their commitment to resolving them is graded by assessing the suppliers' published environmental policy.

QUEST 7
Average grade: 3.2
Environmental Action and Achievements

To ensure that a supplier's environmental achievement does not consist of only writing a good policy, suppliers' achievements are awarded a separate grade for action.

QUEST 8
Average grade: 2.5
International Supply Chains

B&Q believes that the issue of poor working conditions in factories in developing countries is a significant issue for retailers.

Therefore suppliers' understanding and commitment to this issue is awarded a separate grade.

QUEST 9
Average grade: 3.9
Packaging and Environmental Claims

The supplier's ability to meet all the possible future legal requirements to minimise the amount of packaging used and design for recycling is jointly assessed with the accuracy and benefits or problems caused by any environmental claims on a product.

QUEST 10
Average grade: 3.5
Timber

The supplier's ability to meet B&Q's present and future requirements of its timber policy and targets.

This is based on valuing Grade A = 5, Grade B = 4, Grade C = 3, Grade D = 2, Grade E = 1 and 50% suppliers as of 18/11/96.

B&Q Store Performance – Waste Management & Local Agenda 21

We have the potential to make vast improvements in our own performance in terms of reducing our waste, recycling unused materials and working with the local community. This not only helps the environment but also saves us a small fortune!

Our Huddersfield store has formed a partnership with Kirklees Metropolitan Council addressing waste and energy management, staff awareness, customer communication plus community projects.

The store's waste minimisation initiative has involved donations of waste items to local schools and the staff together with Kirklees Metropolitan Council have cleaned up the stretch of the River Colne adjacent to the store.



The intention is to use this example as a case study to encourage other stores to become involved with their local authority's Local Agenda 21 programme. Agenda 21 is a global environmental action plan signed by the Government at the Earth Summit in 1992. All local councils are responsible for delivering improvements such as waste minimisation, energy efficiency and environmental enhancement.

QUEST for stores

In October we started to trial a new procedure for assessing the environmental performance of stores. This is based on QUEST for suppliers. There are 10 principles on which stores are graded.

1	Staff Awareness
2	Waste Legislation
3	Zero Waste
4	Litter Control
5	Customer Recycling Facilities
6	Energy Management
7	Customer Communication
8	Environmental and Community Interaction
9	Environmental Awareness of the Management Team
10	Enthusiasm of the Environmental Officer and Support from the Management Team

Forty stores are taking part in the pilot but it is intended to be available for all our stores by the middle of next year.

The more problems we solve, the more we find to solve

This is a summary of our actions. The complexity of the issues is immense and we know there is more we can do.

If you would like more detailed information, please fill in the coupon by ticking the relevant boxes and send it with a stamped addressed envelope (at least 21cm x 22cm) to: Dr. Alan Knight, B&Q plc, 1 Hampshire Corporate Park, Chandlers Ford, Eastleigh, Hants, SO53 3YX.

How Green Is My Front Door?
(120 page environment review)
July 95, 75p SAE

Timber Update
(poster)
February 96, 25p SAE

Information on B&Q's environmental programme can also be found on our site on the internet. The address is <http://www.diy.co.uk>

B&Q

Reporting on our impact on the environment.

Former Smith lets court know why he's miserable now

BY RICHARD DUKE

SONGWRITER Stephen Morrissey treated the less well-known members of the pop band The Smiths as "mere session musicians as readily replaceable as the parts of a lawnmower", the High Court was told yesterday.

While he and Johnny Marr, lead guitarist, each took 40 per cent of the profits, Mike Joyce, the drummer, and Andy Rourke, the bass player, got 10

per cent. Joyce, 33, has launched a legal action claiming that his share of past profits could amount to as much as £1 million which he believes he is owed by Morrissey and Marr.

He is also claiming a 25 per cent stake in royalties from any future sales instead of the 10 per cent he has been offered.

The Smiths were one of the most influential bands of the

1980s, renowned for Morrissey's doom-laden lyrics and mournful Mancunian delivery. Their hit singles included *Heaven Knows I'm Miserable Now* and *Girlfriend in a Cinema*.

Nigel Davis, QC, for Joyce, said it was not until after the bestselling band split up in 1987 that his client discovered he was getting only 10 per cent of the profits. "It may be that some will say this claim is a cynical piece of opportunism prompted by the dissolution of the group. We submit that's not fair. Mr Joyce's case is that it was only when the group dissolved he went to see his accountant and was told that he'd been getting only 10 per cent," Mr Davis said.

Rourke, who will be giving evidence in the four-day hearing, settled with Morrissey and Marr in the late 80s for £80,000 and 10 per cent of future royalties. Mr Davis told how the band was formed in Manchester in 1982 and broke

up after "achieving very considerable" success. "They released a number of highly successful albums and highly successful singles. Their CDs continue to sell."

He said that Morrissey, who wrote the lyrics for the songs, and Marr, who wrote the music, were clearly entitled to the royalties from the group's songs and there was no dispute over that. But royalties for the recordings and profits from concerts by the group were paid to a company called Smithdom

Limited and Mr Joyce is claiming that as a partner he was entitled to a quarter share. "Now that it is admitted there was a partnership agreement between the four members of the band, the presumption is one of equality," Mr Davis said. However, both Morrissey and Marr "place emphasis on how much more important they were for the group".

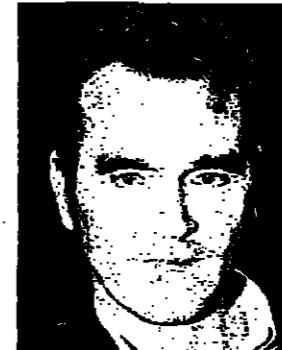
"They had the highest profile so far as the public were concerned but it would seem they'd go further and claim

they are much more talented. They seek to play down the importance of Joyce and Rourke. They seem to disparage them, saying they were mere session musicians."

Mr Davis said it was "wrong to rubbish" Rourke and Joyce's contribution. The court was told that after Joyce raised the matter with Morrissey in 1988 they subsequently received £270,000. The Smiths' popularity was based on the eccentric public image of Morrissey, who is now pursuing a solo career.



The Smiths at their moodiest: the singer and lead guitarist got 40 per cent; the drummer and bassist 10 per cent



Morrissey yesterday



Princess homes in on people with no castle

BY DOMINIC KENNEDY AND ALAN HAMILTON

DIANA, Princess of Wales described homeless young people as "Englishmen without a castle" yesterday. She left Kensington Palace, one of her two homes, to launch a Christmas appeal on behalf of runaway children before hosting a ballet performance for 200 guests in St James's Palace.

On a day in which she looked clearly at ease with her new role as a former member of the Royal Family, the Princess palpably enjoyed herself demonstrating once again that she has lost none of her innate ability to attract the cameras and to bask in their attention.

She spent her morning highlighting the plight of runaways as young as 11 who have turned for help to Centrepoint, the homelessness charity, this year.

"If an Englishman's home is his castle, then what happens to that Englishman

Adebawale, Centrepoint's new chief executive, and exchanged whispers with him while other guests addressed the invited audience.

Later she met ten homeless people including Jason, 20, who first ran away from home aged 13. After being smacked by his mother, he used to fill bin liners with clothes and disappear for a few days to sleep in a workman's hut in a nature reserve in Winchester. He was taken into care, fell into debt to drug dealers and fled from them to London where he slept rough until being guided towards Centrepoint.

Later, for the first time since her divorce in August, the Princess hosted a function at St James's Palace, headquarters of the court of which she was once the leading light and where her former husband still keeps an apartment and his office.

The Princess, who is patron of English National Ballet, led 200 of the company's supporters and their guests in watching leading dancers, including the Hungarian Zoltan Solyomosi, perform extracts from *The Nutcracker*, *Don Quixote*, *Alice In Wonderland* and *Unrequited Moments* in the Palace's Picture Gallery. Later the Princess and her guests sat down to dinner in the Palace's Throne and Entrée Rooms.

Under the terms of her divorce, the Princess is allowed to use St James's for entertaining with the Queen's permission. By coincidence, the Princess's last visit to English National Ballet was on August 28, the day her decree absolute was issued by the Divorce Registry at Somerset House. As a court official signed the papers, the Princess watched the first day of rehearsals for the autumn ballet season.

St James's Palace is used frequently by the Prince of Wales to host receptions on behalf of his wife portfolio of interests and charities. Even while she was married, the Princess used its state rooms only occasionally on her own behalf. The Palace, however, remains familiar to the Princess: her small private office remains there for the time being until alterations are completed at Kensington Palace, her London home, to allow it to move there as specified in the divorce settlement.

She concluded: "As the season of goodwill swings into gear I hope that all of us will be mindful of the Englishman who doesn't have a home to withdraw into."

The Princess made notes during a speech by Victor



Diana, Princess of Wales at Centrepoint yesterday

when he has no home," the Princess asked at the charity's annual meeting. "And if that Englishman is young — perhaps midteens, early twenties — what greater risks will confront him?"

Homelessness was not confined to the festive season but was a daily problem for many in our towns and cities, the Princess told the charity's supporters. "Neither are the homeless made up of 20 and 30-year-olds who have had their chance at life and failed miserably. The age of homeless youngsters is coming down. Children as young as 11 called on Centrepoint this year. Some had been running from physical and emotional violence, some from sexual abuse."

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The Princess made notes during a speech by Victor

Taking refuge in law

THE origin of the cliché "an Englishman's home [or house] is his castle" is legal, not literary (Philip Howard writes). Sir Edward Coke (1552-1634), Lord Chief Justice, who defended the common law against Charles I's royal prerogative, coined the phrase "A man's house is his castle, *et domus sua quicunque ratisimum refugium* (and everyone's home is his safest refuge)." And again: "The

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Successful gardening at a stroke

By ROBIN YOUNG

TICKLING the tubers and stroking the strawberries could be the key to success in the garden.

Scientists at Sussex University have shown that plants respond to touch. In most cases, regular stroking or brushing will stunt upward growth and produce more branches, leaves and flowers. Gail Taylor, lecturer in plant biology, is also studying the effects of stimulation on runner beans "to see if stroking them can make them crop more heavily".

The effect is known in the plant world as thigmotropism or thigmogenesis. It has been put to use in Japan and Holland, where nurserymen already use mechanical brushing systems to massage small seedlings so that they grow more compact and robust.

What is happening, Dr Taylor said, is that tactile contact, mechanical perturbation, vibration or disturbance alters the polarisation of membranes in the plants' cell walls, opening channels for the flow of calcium, which is important in most plants in controlling growth.

Forsyth denies misleading MPs on food poisoning outbreak

BY SHIRLEY ENGLISH

LABOUR claims that the Scottish Secretary misled the House of Commons over the delayed release of a list of outlets linked to the food poisoning outbreak in Scotland yesterday. Michael Forsyth was denied by Michael Forsyth.

A total of 282 people have now reported symptoms and 150 cases have been confirmed as being infected with the *E. coli* 0157.

bacterium linked to contaminated meat supplied by Scotland's Butcher of the Year. Some 25 people are seriously ill, including four children. Five people have died.

Lanarkshire, the worst hit area, had 225 people with symptoms and 105 confirmed cases, a rise of 18 since Sunday. Forth Valley had 55 suspected cases and 45 confirmed. There was one case from Greater Glasgow and one in Lothian.

Mr Forsyth maintained that

North Lanarkshire Council — and not the Scottish Office — had decided not to release a list of shops and wholesalers supplied by the butchers, John M. Barr & Son, until five days after the outbreak.

He was responding to demands from George Robertson, the Shadow Scottish Secretary, that he explain why a food hazard warning, issued by the Scottish Office last Wednesday and later leaked, had been marked "confidential".

Mr Robertson said that there was a "stark contrast" between the memo and Mr Forsyth's remarks in Parliament last Thursday that the Scottish Office had no part in suppressing the list.

Mr Forsyth said the word "confidential" had been placed on the memo at the local council's request. He said when he was told on Wednesday that the council was withholding the list he had some "reservations". Later, he was in-

formed the list would be released. "I received a call saying it had been decided locally to release the information. It was right that should be done," he said. "The decision was taken locally. That is what I told the House of Commons. I did not mislead the House of Commons, I stand by what I said."

He said the council originally decided not to disclose information because of concerns about accuracy. Lanarkshire Health Board

later admitted that may have resulted in more people being infected. Mr Forsyth yesterday visited Monklands Hospital in Airdrie, which is treating about half of the 59 hospitalised victims. It has closed its doors to all routine admissions and drafted in 12 extra nurses. It is feared that as many as one in ten of infected patients may develop kidney complications.

Dr Andrew Todd, head of the infectious diseases unit in Lanarkshire, said that the number of new cases was slowing, but more people were becoming seriously ill. "I hope this is the beginning of the end of the first wave of the outbreak," he said.

The funeral of Harry Shaw, 80, the first pensioner to die in the outbreak, took place yesterday at Wishaw Old Parish Church — the venue of a pensioners' lunch on November 17 where he ate contaminated meat.

Parents pay tribute to girls lost to meningitis

BY JEREMY LAURANCE
AND DAVID CHARTER

Samantha Milroy, left, and Anne-Marie O'Connor

THE parents of the two students who have died of meningitis at Cardiff University paid tribute to their daughters yesterday as health officials worked to trace the source of the outbreak.

It will take a week or more to analyse swabs taken from the 1,000 students and staff who have been inoculated against the A and C strains of the disease. The C strain is believed to have killed Samantha Milroy and Anne-Marie O'Connor.

Both students were aged 19 and were only children. They were described as popular young women with bright futures. Ms O'Connor, a first-year law student from Acton, west London, died on Thursday. She was a prize-winning public speaker whose ambition was to become a barrister.

In a statement issued last night, her mother said: "She was a high achiever in everything she did. She had lots of friends and made many more at Cardiff. They are all so upset."

Ms Milroy, a first-year pharmacy student from Stockport, Greater Manchester, died on Sunday, 27 hours after

contracting the disease. In a statement, her parents said they were proud of their daughter and all she had achieved in her short life. "All we have left are many happy memories of us together. This is our and Samantha's tragedy. There is no point trying to look for any reason in it — there is none."

Last night, security staff kept a close watch on the gates of the 770-student University Hall which university officials insisted was not a quarantine measure but to keep the media at bay. Although more than 1,000 students, staff and guests of the university have been vaccinated against the Group C strain, up to 100 had

left the campus at the weekend, before news of the second death. Health officials appealed for them to get in touch so that they could be vaccinated.

Ben Edwards, a 19-year-old history student, said: "On Saturday loads and loads of parents were here taking people home. There must have been 100 or more. We have been told not to leave because there is a chance we can spread it about."

Professor Simon Kroll, an expert in molecular infectious diseases at St Mary's Hospital, London, said students were at more than twice the risk of succumbing to the infection compared with the general population and four times more likely to carry the bacteria that cause it.

Three further cases among students at the university have been confirmed. One 20-year-old male student remains critically ill in intensive care, but the two others continue to make good progress, health officials said. A special ward has been opened at the University Hospital of Wales, Cardiff, and 32 students had been admitted yesterday with a variety of flu-like symptoms. Twenty-four were kept overnight for observation. No new cases of meningitis have so far been confirmed.

The health authority in Cardiff defended itself against claims that it was slow to react after it emerged that the two fatal cases were the fifth and sixth to be confirmed this term. Dr Bill Smith, public health director of Bro Taf Health Authority, said: "This was not an issue of incompetence, this was an issue of legitimate uncertainty and waiting for the disease to develop. Symptoms can be relatively mild or develop catastrophically fast. Health and university staff worked round the clock since the second death to inoculate all those at risk."

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Council censured over Masonic link with developers

By IAN MURRAY, COMMUNITY CORRESPONDENT

FREEMASON councillors have been censured for the first time by the Local Government Ombudsman in a report that discloses extensive links between the organisation and the Conservative Party.

Investigating complaints that Masons made up a majority on a committee that approved three planning applications from fellow Masons, the ombudsman took the rare step of naming three of thirteen councillors for failing to declare an interest.

Since the office of ombudsman was set up in 1975, there have been more than 30 complaints about undue influence by Masons on councils, especially in planning cases. All of them have been rejected but public concern about Freemasonry has led to the publication of nine reports, even though this is not normal practice when a complaint has not been upheld.

The latest complaint concerns planning applications to Castle Point District Council in Essex between 1991 and 1994. The report found that eight members of the planning committee were Freemasons and that the partner of a ninth member was employed by one of the developers. A tenth committee member belonged to the same Conservative association as one of the developers whose home had been

used for fundraising functions.

The original application was by a Mason who sold the property concerned, at Canvey Island, to his son, also a Mason. The son later submitted two amended plans for a hotel, car park and public house on the 1.2 acre site. His partner in the development was a Tory activist and close friend of another committee member.

"Rightly or wrongly Freemasonry is generally viewed with suspicion among non-Masons, not least because of the secrecy attached to 'the Craft,'" Jerry White, the ombudsman, says in his report. "Knowing that a councillor and a planning applicant are Freemasons and members of the same Lodge, members of the public could reasonably think that such a private and exclusive relationship might influence the member when he came to consider the planning application."

The ombudsman felt that the applications would all have been approved, even if the councillors had declared an interest. He ruled therefore that the two residents who complained that the development had spoilt the value of their adjacent properties had suffered no injustice and deserved no compensation.

However, he found that

"some [council] members had little or no regard for the code of conduct they had undertaken to observe in circumstances which could only fuel suspicion and mistrust of the way in which the council went about its business".

Bill Sharp and Ron Sweeting, councillors who were members of the same Lodge and Chapter as two of the developers, were named for failing to declare an interest and were found guilty of maladministration. Elizabeth Wood, a committee member whose husband was a councillor in the same Lodge as one of the developers for 15 years, was also named and found guilty of maladministration because she did not declare an interest.

Mr Sweeting, 71, said: "He named us just because we are Masons. We are all completely innocent. There is no law against being a Mason and we have done nothing wrong anyway. There is nothing to answer for. Nobody suffered. We influenced nobody. Planning permission was approved by the government inspector."

Commander Michael Higgin, chief spokesman for the Freemasons, said that "by now the message ought to have gone out that they ought to declare an interest in this sort of case".



The first of 2½ million volumes is put in place in the basement by Simon Levey, foreman of the removal team

Book opens new chapter for library

By DAMIAN WHITWORTH

AFTER 11 years of construction, countless delays and a barrage of criticism, the new British Library took delivery of some books yesterday. They were the first of 12 million volumes to be moved over 2½ years. The first reader will not be admitted until this time next year, the library should have opened in 1993.

Among staff there was a distinct sense of relief that the building, at St Pancras, in London, was finally being put to good use. The first book to be placed on a shelf deep in the basement was *The Oxford Book of English Traditional Verse*, hastily produced by Brian Lang, the library's chief executive, to replace a rather more obscure offering from the first crate.

Mr Lang was sad to be leaving behind the famous Reading Room at the British Museum in Bloomsbury, where the likes of Marx, Thackeray and Shaw had worked. But the new library



The British Library will have cost £511m when finished

would be a roomier and more comfortable environment for both scholars and books. The reading room was "a Victorian space designed with Victorian technology" and now unsuitable for storing books. "Storing them here increases their lifetime by a factor of four or five."

On hand to welcome the first batch were Harold Pinter and Lady Antonia Fraser. "I'm very excited," the playwright said. "I think it's a great tribute to the endurance

of the people who work for the British Library who have put up with all the things that have happened in the past few years. It has hardly been their fault and the criticism has been very unfair." Pinter, who has donated a number of his manuscripts to the library, added: "I won't be coming here to work as I'm a playwright and don't have to research for my work. But I shall come to browse."

His wife, however, had spent hours in the old library. "It's too

"I have been going there for 43 years, since I left Oxford, and I hope to be one of the first in the new library. I felt quite exhilarated walking across the piazza in the sun this morning."

The library should have opened three years ago but delays have meant that the humanities reading room will not open until November next year and the full library until June 1999. The most precious historical artefacts, such as Magna Carta, Lindisfarne Gospels and a copy of the Gutenberg Bible, will be on display to the public from spring 1998.

The new building, designed by Colin St John Wilson, was first discussed 50 years ago. The final bill will be about £511 million. Inspectors found more than 230,000 defects in the construction, including electronic book shelves that ejected books onto the floor, inadequate fire protection systems and a ceiling that had to be rebuilt because it was too low.

Attackers jailed

Two German men have been jailed for an attack on three black Britons last June that left Noel Martin, 36, from Birmingham, paralysed from the neck down. A court in Potsdam sentenced the men to eight and five years.

Dustcart ditched

The road collapsed under a 26-tonne dustcart reversing during morning rounds at Sunderland, Tyne and Wear, pitching it into a 12ft hole and fracturing a gas main. Houses had to be evacuated. The area is prone to subsidence.

Token offence

The Isle of Wight council, which introduced eco-style tokens as a charity fundraising effort, admitted breaching coinage law. The council and Pobjoy Mint were given an absolute discharge by a magistrate at Newport.

All-star B & B

A former astronomy lecturer has opened a star-gazing guesthouse in East Barsham, Norfolk, with glass panels and a telescope in every bedroom. Simon Batty will also offer talks and a computer link with Nasa.

City suspends grant officials

By PAUL WILKINSON

TWO senior council officers in Sheffield have been suspended after an investigation into the way millions of pounds were distributed to ethnic minority groups.

An independent inquiry found "shortcomings" in the allocation two years ago of grants by the city's Department of Employment and Economic Development. A source at the council said the shortcomings involved incompetence rather than fraud.

At the time the department had a budget of about £5.5

million to distribute among projects to boost businesses started by Asian and Afro-Caribbean groups in the city. The inquiry was set up in May last year after an internal investigation in December 1994 found evidence of mistakes in allocating money. The investigators produced a report that was never made public but is said to include suggestions that money was paid without applications actually being lodged or forms signed by the applicants.

It also claimed that money was sometimes paid direct to individuals with no check on

whether it reached the intended organisation. It also found that different council departments independently handed over cash to the same groups. In one case money was paid to 31 Yemeni groups to cover different courses that appeared to be held simultaneously with the same tutor. Terry Hall and Laura Moynihan, the two officials suspended, are senior managers in the Department of Employment and Economic Development. Their conduct will be investigated and a decision made on possible disciplinary proceedings.

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Television in Gaelic is a £31m turn-off

By AUDREY MAGEE
IRELAND CORRESPONDENT

IRELAND'S first Gaelic-language television station has flopped, according to initial viewing figures. Fewer than 13,000 people are watching programmes transmitted by the one-month-old Tnaís na Gaeilge. Marketing men have awarded it a "zero" rating.

The highest audience was launch night on October 31 when more than 300,000 people watched the actor Gabriel Byrne speaking Irish. The Hollywood star wrote and acted in an hour-long drama about Ireland in the 1960s.

Ratings have since slumped at the station, which cost £21 million to set up, with only children's programmes remaining popular.

The station, known as TnaÍG, insists the figures drawn up by Nielsen Market Research in Dublin are unreliable. Padraig Ó Ciaráin, spokesman for TnaÍG, said the high quality of the programming was receiving much praise from the public. "We are upset by them because we believe we are reaching a much larger audience than these figures would lead us to believe," Mr Ó Ciaráin said.

The Nielsen survey examines the viewing habits of 600 people around the Republic but Mr Ó Ciaráin said there was no way of knowing whether they had the proper facilities to receive TnaÍG's signal. Only half the population is native Irish-speaking. The other half are equipped with old-style UHF aerials and receive only the Irish channels. They need an aerial extension to receive TnaÍG. But few have bothered because only 4 per cent of the population is native Irish-speaking.

The poor ratings will provide further ammunition for the many critics who predicted the station would be a waste of taxpayers' money.

The Welsh channel S4C has, by contrast, been a big success. After 14 years on air its most popular Welsh-speaking programmes attract audiences of up to 300,000.

British broadcasters seek crackdown on Irish who tune in free

By NICHOLAS WATT, CHIEF IRELAND CORRESPONDENT

THE BBC and ITV are calling on the Irish Government to crack down on hundreds of unlicensed television groups that pirate their signals for nothing. British broadcasters are losing millions of pounds a year in potential royalties as their programmes are beamed into rural areas of Ireland.

The typical system works simply and openly. In Co Donegal, masts have been erected along the border with Northern Ireland by "defector" groups that feed signals to 51 smaller aerials in remote areas. Households pay a voluntary fee of £50 a year for the signal, which they pick up on conventional aerials.

Television fans in Co Cork use a different route, as they are more than 200 miles from Northern Ireland. The South Coast Community Broadcasting Service erected a mast 2,000ft up the Comeragh Mountains in Co Waterford, which picks up British signals from Wales. This is beamed to 23 aerials in Co Cork.

Radio Telefis Eireann, Ireland's state broadcaster, which provides a diet of dreary and silted programmes across three channels, can

only watch with envy as viewers tune in across the Irish Sea. But the pirating of the British signal has proved too much for the BBC, ITV and Channel Four. Stephen Edwards, a London solicitor who collects royalties for the broadcasters, said they wanted the Irish Government to license the groups or to close them down.

"The Irish Government has, from time to time, said it would do something about it," he said. "But it hasn't. This is illegal."

His anger is shared by Irish cable companies that have government licences to provide British television to rural areas. Cable Management Ireland Ltd, which should have been beaming the signals to Co Donegal since 1993, is still battling with local television groups. It charges £105 a year.

Last week an incendiary device was found near the cable company's TV mast and equipment worth £100,000 was destroyed recently. The Donegal Community Television Support Group strenuously denies involvement.

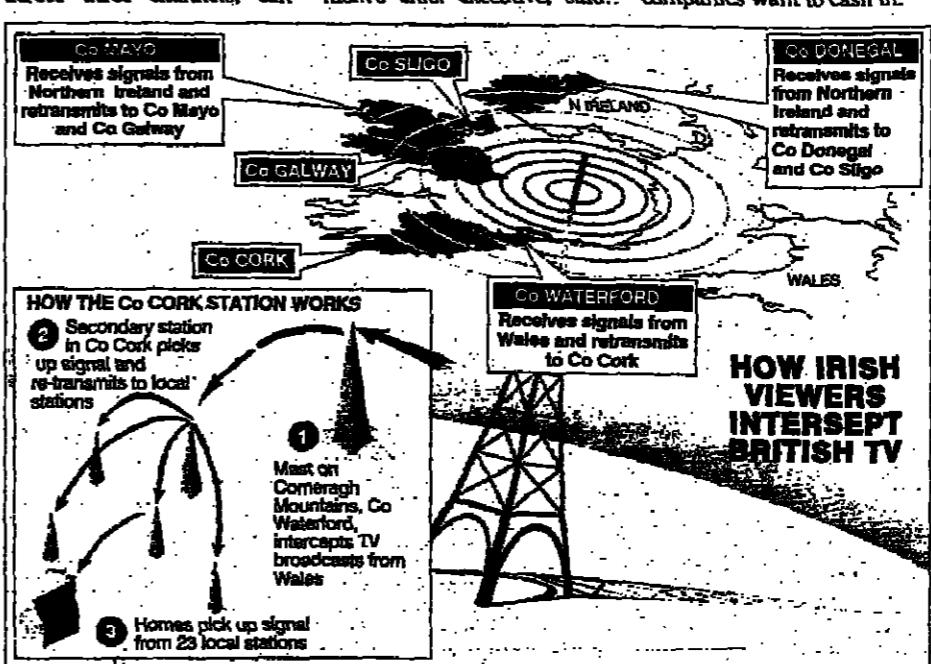
Ray Doyle, Cable Management's chief executive, said: "The defector groups portray themselves as a modern-day Robin Hood robbing the rich to help the poor. But they are just helping themselves by stealing the service. I find it difficult to understand how people can get away with this. Investors from abroad are astonished."

Politicians in the Republic tackle the "defector" groups at their peril. In the last general election, the group in Co Cork put up a candidate who polled more than 2,000 votes, unseating one of the candidates from the governing Fianna Fail.

However, Eric Curtis, the secretary of the Irish National Community Television Association, insisted that the groups were doing nothing illegal and would like to be licensed. They are awaiting a court case that will rule whether the Government was wrong not to consider licensing them.

The Irish Government has appointed consultants from the European Broadcasting Union to examine the issue.

Mr Curtis said: "We are not commercial and are strictly run by local communities. We developed the market. Cable companies want to cash in."





Boutros Ghali: vetoed by the Americans

African states end support for UN leader

FROM JAMES BONE
IN NEW YORK

AFRICAN nations have dropped their unanimous support for Boutros Ghali's bid for a second term as United Nations Secretary-General, throwing the race open to African candidates.

President Paul Biya of Cameroon, the current head of the Organisation of African Unity, has written to other African leaders asking them to nominate Africans. Mr Biya's letter breaks the stalemate that has existed since the United States implemented its veto in the UN Security Council last month to stop Dr Boutros Ghali serving another five-year term.

As precedent dictates that each continent should get two terms as UN chief, the 15-nation Security Council has agreed, at least initially, to consider only Africans for the post.

Diplomats now expect at least five African candidates to come forward: Kofi Annan, the Ghanaian head of UN peacekeeping; Salim Salim, the Tanzanian who runs the OAU; Hamid Alibaudi of Niger, who is head of the Organisation of the Islamic Conference; Amara Essy, the Foreign Minister of Ivory Coast, and his Senegalese counterpart, Moustapha Niasse.

Despite pressure for the UN to name its first female head, no African woman appears ready to run.

Graca Machel, the widow of the former Mozambican President and the current partner of South Africa's President Mandela, is mentioned with increasing frequency but is said to be reluctant to seek the post.

A decision on the appointment is required by the end of the year. If no African emerges with sufficient support, the contest will be opened to non-Africans and the attention will focus on candidates from Asia.

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RAF finds little trace of 'refugees'

Britain calls off alert for relief mission to Zaire

BY MICHAEL EVANS, DEFENCE CORRESPONDENT

HUNDREDS of British troops on short notice to leave for Zaire have been stood down after an RAF Canberra reconnaissance aircraft flying over the region found no evidence of the reported 500,000-700,000 "missing" refugees.

The Canberra team, taking high-resolution photographs from 15,000ft over a wide expanse of eastern Zaire, found only one large concentration of refugees, about 150,000 west of Lake Kivu, near the village of Kilambo.

However, the RAF team of photographic interpreters noted that the surrounding area was well-cultivated. "This is agricultural land — not jungle. It is not Ethiopia," one senior defence source said yesterday.

The aerial photographs have provided convincing proof for the Ministry of Defence that there is no longer an urgent need to send a multinational force to Zaire for refugees, previously regarded as "unaccounted for".

Six hundred Marines with 45 Commando Royal Marines will remain on 72 hours' notice to leave for Zaire. But this is the so-called "Spearhead Battalion" which is always on short notice to leave for trouble spots.

The rest of the units selected for possible deployment to Zaire, including the 1st Battalion Parachute Regiment, logistics elements and the headquarters of 5 Airborne Brigade which would have run the British presence in Zaire, have had their notice to leave increased from 72 hours to five days.

Britain has also made it clear it does not support the idea of air drops of humanitarian aid over eastern Zaire. Canada, the main advocate of this "last resort" proposal, is also understood to be "going off the idea".

The RAF Canberra PR9, which takes 700 photographs per sortie, has been flying over eastern Zaire for more than a

week, trying to find the missing refugees. American P3 Orion aircraft and reconnaissance satellites have also been sweeping over the area.

A United Nations High Commissioner for Refugees (UNHCR) team managed to drive across the mountains and reach one of the camps spotted by the Canberra but it was already empty and the refugees had moved on.

The Canberra will remain in the area, based at Entebbe in Uganda, to carry out more flights to try to trace the movement of the 150,000 refugees. Searches have also continued further south to Lake Tanganyika and as far west as Shabunda.

However, one defence source said: "Judging by what the Canberra team discovered, I don't think it's likely that we'll be deploying a lot of troops to the area."

Apart from the large concentration of 150,000 refugees at Kilambo, the RAF team also came across much smaller pockets of refugees, increasing total numbers to about 200,000.

However, the defence sources said it was difficult when analysing the pictures to distinguish between locals and refugees when the photographs showed clusters of people in "market" areas.

The Canberra team of about 40, backed up by three Hercules aircraft, has faced extraordinary difficulties in carrying out its task. Apart from the onset of the rainy season, the Canberra's take-offs from Entebbe have been limited by a migration of thousands of bats in the area, and when they reached eastern Zaire, the RAF crew had to fly through dust caused by the eruption of the Nyamulagira volcano.

There has also been concern over anti-aircraft fire. The American P3s came under fire last week which persuaded the Canberra team to remain flying at 15,000ft and not to drop to 10,000ft.



Andy Malthouse, a senior aircraftman, studies RAF reconnaissance pictures such as that, right, taken over eastern Zaire, showing the movement of refugees caught up in the conflict afflicting Central Africa

Tutsi rebels seize key town on Congo

BY SAM KILLEY
AFRICA CORRESPONDENT

TUTSI rebels in eastern Zaire, backed by Rwanda, claimed yesterday to have swept into Kisangani, a key town controlling the Congo River and Zaire's most important communications link.

John Kabunga, a commander in the rebel alliance, said rebel soldiers had entered the city, founded a hundred years ago by the British explorer Henry Morton Stanley. He said they had faced stiff resistance from

extremist Rwandan Hutu militiamen fighting alongside Zaire's ragtag army for several weeks.

"Our forces are now in control of parts of Kisangani. We went there by bypassing the town of Walekale, which is still giving us problems," Mr Kabunga said.

The fall of the whole of Kisangani looked imminent last night. Its capture would be the latest in a string of victories for the rebels who already control North and South Kivu provinces. They have vowed to march on to

Kinshasa, the Zairean capital, to depose the regime of ailing President Mobutu who is convalescing in the south of France after treatment for prostate cancer.

If the rebels manage to hold Kisangani, formerly known as Stanleyville, they will be able to lay siege to Kinshasa.

The capital relies for much of its food from the Kivu provinces and on the Congo for contact with the interior of the country.

Mr Kabunga said there was still fighting around Walekale in Masisi, a rich agricultural

area 150 miles southeast of Kisangani, but that this area had been bypassed by his commandos, many of whom were trained in Rwanda and are dedicated to annihilating the *interahamwe* — the extremist Hutu responsible for the 1994 genocide in Rwanda.

The loss of Kisangani would not only be a major blow to Zaire's crumbling Government, but a significant embarrassment to the French Government which had been asked last week by President Mobutu to help to recruit mercenaries to secure the city.

Critics have charged that the police themselves are involved in drug trafficking and shot the men out of fear of being found out if their case came to court.

Sikhs suspected of train bomb

Delhi: A bomb on a train at the Punjab border killed at least 12 people and injured more than 30 yesterday (Christopher Thomas writes). The attack could mark the resumption of separatist attacks by extremists.

The train was travelling from Puna to Jammu in Kashmir. The resumption of violence comes at a time when India was convinced the Sikh separatist movement in Punjab, which was at its height in the late 1980s and early 1990s, had been all but wiped out.

Thai police chief defends killings

Bangkok: General Salang Buranag, Thailand's deputy chief of police, said he consulted "newsmen" and camera crews before ordering his men to shoot dead six suspected drug traffickers last week in drug-smuggling province (Andrew Drummond writes).

Critics have charged that the police themselves are involved in drug trafficking and shot the men out of fear of being found out if their case came to court.

'Dead' man at his own funeral

Manila: Isidro Catara turned up at his own wake at the weekend, startling his wife, parents and mourners, who fled. Confusion arose when the family mistakenly claimed the corpse of a drowned man at a funeral parlour believing it to be Catara. Now police say that neighbours are demanding that his family return the money they donated for his funeral (Reuters).

Six crucial facts about the fax machine you're about to buy

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Tiananmen commander to call on Clinton

FROM JONATHAN MURKIN
IN HONG KONG

CHINA'S Minister of National Defence, General Chi Haotian, starts an official visit to the United States tomorrow. Few Americans know, and are not being told, that he commanded the army during the Tiananmen Square killings in June 1989.

The American official biography of General Chi, compiled by intelligence sources and distributed by the Defence Department for public information, traces his life from his birth in 1929 to a peasant family, through his promotions during the Cultural Revolution and appointment as Chief of the General Staff from 1987-1983, to his present post in 1993.

But the handout neglects his operational control on the night of June 3-4, 1989. According to an American army biographical handbook, General Chi, as Chief of Staff, commanded well over 300,000 troops from 14 army groups and two airborne brigades during the operation in which many hundreds of people in and around Tiananmen Square were killed and many more wounded. These facts are also omitted from his official Chinese biography.

Tiananmen is a sensitive subject with many Americans and their hosts are eager to minimise General Chi's role. During his visit he will meet President Clinton and other top officials. Two previous planned visits, in 1995 and the spring of this year, were cancelled because of Peking's manoeuvres off Taiwan.

Beirut gambles on being playground of the Middle East as casino reopens

FROM MICHAEL THROBOLD IN BEIRUT

SIX years after the militiamen, kidnappers and car bombers went into retirement, the Middle East's most famous casino and glitziest symbol of Lebanon's heyday reopens tonight. It has taken a £30 million facelift to wipe away the damage inflicted by 15 years of civil war.

Despite ongoing battles in southern Lebanon and daily exchanges of bellicose rhetoric between Syria and Israel, officials say serious gamblers are queuing up to try their luck at the resurrected Casino du Liban, where celebrities such as Frank Sinatra and Charles Aznavour entertained high-rolling Arab oil sheikhs and European jet-setters.

"We've seen huge interest from the Gulf Arabs," Nicholas Crabtree, the casino's vice-president, said. "It's just a matter of time before the cruise ships turn up here like they did in [late-1980s] shipping magnate Aristotle Onassis's day when we had stars like Brigitte Bardot and Sophie Loren."

Observers insist that peace talks in the Middle East will not harm business at the casino, a rarity in the Arab world where Islamic law forbids gambling.

"Gambling breaks all social, political and ethnic barriers as everyone unites to beat the house," Mr Crabtree said. He is a Londoner and one of about 20 British on the gaming staff of 54 directed by London Club International which manages the gambling. "During the Gulf War, I was running a casino in Mayfair where we had people from all the major parties to the con-

flict gambling happily alongside each other."

The history of the Casino du Liban, which first opened in 1958, tells a similar tale. When civil war erupted in Lebanon in 1975, Muslims and Christians who battled by day crossed the sectarian divide to gamble. Only in 1989 did the roulette wheels grind to a halt — a year before the war ended, when militiamen seized the complex.

It has taken 18 months to renovate the shrapnel-pocked building. Now there are 60 gaming tables offering roulette, blackjack and stud poker. Professional gamblers, who can afford to lose \$20,000 (£12,000) a night, will be invited to three private rooms where a minimum bet is \$150.

Lebanese, however, need to declare they earn \$12,000 a year, which will bar the vast majority of them from the gambling tables. But the 320 slot machines are open to all. Mr Crabtree expects profits in the first year to reach \$18 million. This will increase next year when a 750-seat restaurant with facilities to stage international shows is completed.

In its glory days, when the casino rivalled Monte Carlo and outshone Las Vegas, Miss Europe was crowned here for five consecutive years. The last phase of the renovation project will include a 150-bed, five-star hotel.

The casino is being promoted as a symbol of Lebanon's phoenix-like revival. But many Lebanese are unconvinced that they will gain from such prestige projects. A third of the three million population live below the poverty line, according to a

United Nations study. Last week, while dozens of protesters were putting the finishing touches for the casino's inauguration by President Hrawi, hundreds of Lebanese protested in the streets after trade unions called for a strike. The demonstrators were dispersed by riot police.

Leading article, page 17

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Clinton's drift to the Right seals fate of liberalism in America

FROM BRONWEN MADDOX
IN WASHINGTON

AS PRESIDENT CLINTON turns to the business of selecting his new Cabinet, postponed over Thanksgiving, those who have made a career out of liberal politics are wondering whether it is time to leave Washington. The word has gone out there is little point in liberals applying for jobs in this Administration.

Warning bells sounded for them when Mr Clinton replaced Chief of Staff Leon Panetta, a liberal Californian, with Erskine Bowles, a conservative from North Carolina. Harold Ickes, a noted New York liberal and one of Mr Clinton's most trusted fixers as Deputy Chief of Staff, is leaving for home now that his

chances of a Cabinet role have vanished. Janet Reno, apparently secure as Attorney-General while inquiries into the Clinton finances continue, remains the sole liberal voice from the first term.

More generally, Democrats as well as Republicans are arguing that Clinton's re-election on a strikingly conservative platform, plus the election of a more right-wing Congress, confirms the country's long-predicted shift to the Right. Liberalism of the brand which favoured the 1960s and 70s is dead.

There is much truth behind the liberals' lament. For years, conservatives have blamed liberal social attitudes for the nation's woes. Robert Bork, the Supreme Court candidate who was rejected after a bitter

ly contested nomination, in his book *Slouching towards Gomorrah*, accuses liberal attitudes of encouraging "a nation of culturally corrupt citizens who have abandoned ideas of religious faith, respect for law, hard work and family".

What is new is that these voices have been joined by others on the left of the spectrum. Senator Daniel Patrick Moynihan, the figurehead of Washington liberalism, attacks "many liberals" in his new book for what he sees as the "mental illness and single-parent families were not problems, simply choices of lifestyle".

Even more damaging for left-leaning politicians, the term "liberal" has become associated with unpopular economic policies: high taxes and defence cutbacks

used to pay for big government social programmes. The growth of the middle class has made these policies electorally disastrous. The offspring of blue-collar immigrants who made up the backbone of Democratic support have settled in the suburbs and are worried about job security and school fees. The result is that "liberal" has become a dirty word. Voters prefer to hear a message of hard work and

joint to his lips, and wearing a beard while at Oxford are deceptive. He has built his political career on a pragmatic courting of the Centre. He has now signed a Republican-backed welfare Bill which undercuts six decades of social welfare provision.

However, there is one prominent exception to the rejection of the 1970s liberal agenda by voters and the Clinton Administration: the race issue. The O.J. Simpson trials and the "Million Man March" of black men in Washington are a reminder of the deep divisions in American society. Many still look to Government and the courts to solve them — witness Texaco's offer of more than \$100 million (£60 million) to settle a charge of discrimination.

In his campaign, Mr Clinton preached loudly a message of inclusiveness: "If you believe in the Declaration of Independence, and you turn up for work and do your share, we don't need to know anything else about you — you're part of our America." This was very different from Republican candidate Bob Dole's refrain that hard-working middle-class people should not have to pay for immigrants and the unemployed.

Mr Clinton may be one of the few Democratic Presidents to consider the tag of "liberal" slanderous. But in his message that government is responsible — and capable — of promoting social harmony, he preserves one strand of the 1970s liberal agenda.

Germans confront role of Jews in Nazi war machine

FROM ROGER BOYES IN BONN

VOLKER RÜHE, the German Defence Minister, yesterday opened an exhibition which tackles for the first time the Jewish contribution to the German and Prussian armies — a highly sensitive topic which is likely to fuel an already fierce debate about wartime anti-Semitism.

At the beginning of the exhibition, organised by the Military Historical Research Institute in Potsdam, there is a picture of a shopkeeper, Richard Stern. The date of the photograph is April 1, 1933 and the Jewish merchant is protesting against the boycott of Jewish shops in Cologne; on his chest he wears an Iron Cross, won during the First World War.

This image dominates not only the exhibition, but the

whole debate as to how Germany could so readily assimilate Jews — to such an extent that 100,000 fought for them in the First World War — and then in a few decades banish them from society and murder almost the whole community.

Adolf Hitler embodies this paradox. A new book by Dr Brigitte Hamann, *Hitler's Vienna*, shows convincingly that Hitler's hatred for Jews was not hatched during his early years and that it was rather a political device aimed at drumming up a mass movement.

Hitler, according to Dr Hamann's research, had Jewish friends, patrons and customers for his drawings, and admired Jewish actors and composers. There is, at least

one proven case of him protecting a Jewish friend. His old family doctor, Eduard Bloch, was allowed to carry identity papers and when he eventually emigrated to the United States, was allowed to sell his house at a proper market price. Other beneficiaries included Maria Almás-Dietrich, twice married to Jewish men who sold over 270 paintings to Hitler.

Whether Hitler protected top soldiers in the same way is unclear. There were protective networks in each of the German military institutions. The Luftwaffe — and not only Field Marshall Erhard Milch who was protected by Hermann Goering — contained a number of Germans of Jewish descent. In 1940 soldiers with two Jewish grandparents were expelled from the army and the order was repeated in 1942, 1943 and 1944.

But those with only one Jewish grandparent were usually allowed to continue in the army, although generally barred from entering the officer corps. Some — including former Chancellor Helmut Schmidt — slipped through the net, despite their Jewish grandfathers. Herr Schmidt became a lieutenant in the artillery.

Few Germans in wartime were immune from investigation of their ancestry. Even Reinhard Heydrich, the tall, Nordic-looking head of the Reich Security Service, was frequently accused of having a Jewish father.

Again and again he brought legal suits against anyone who claimed that he had Jewish blood.

Hitler and Heinrich Himmler, overall head of the Nazi police machine, were aware of the doubts about Heydrich's ancestry but did nothing; he

was regarded as too useful and, until his assassination in Prague in 1942, was utterly ruthless towards Jews. Since the Gestapo was the supreme arbiter of Jewish ancestry, exceptions could always be found and biographies faked.

Two debates have been opened in Germany and both have begun to touch on the most sensitive of subjects. The first concerns Hitler: if doubt can be shed on his early anti-Semitism, can doubt also be

cast on his personal involvement in the Holocaust? The German historian Joachim Fest (who argues that Hitler was intimately involved in, and gave the direct order for, the elimination of the Jews) is feuding with Hans Mommsen, who claims that the Nazis drifted towards the Holocaust.

The second great debate which has now begun concerns the identity of Jews in Germany. Naval Captain Frank Noegler, the military

historian who researched the exhibition on German-Jewish soldiers, claims that German Jews regarded service in the Prussian army as a way towards gaining full civic equality and demanded the right to participate in national military service.

Most Jews who served in the wartime German army did not regard themselves as Jews, but as Germans; some may not have been aware of their Jewish ancestry.

US villagers reap lottery harvest

By RUSSELL JENKINS

AN American studying history at Cambridge University has unearthed documentary evidence about German Jews who served in Hitler's army.

Bryan Rigg, 25, has uncovered papers suggesting that thousands of soldiers with one Jewish parent or grandparent fought for the Nazis.

Many of Hitler's highest ranking officers were termed under the Nuremberg Laws as *Mischlinge* — those of mixed race. The German Army personnel office in January 1944 knew of 77 "high-ranking officers of mixed Jewish race or married to a Jew" serving in the Wehrmacht.

Hitler knew of the Jewish origin of many officers —

Security blueprint seeks accord on fixed troop levels across Europe

By MICHAEL BINION
DIPLOMATIC EDITOR

A DUSTBOWL Texan cotton village which until last week was "dying on its feet" has been transformed by a lottery win into Lootsberg, USA.

Forty-three of the 616 citizens of Roby, a township 120 miles west of Fort Worth, learnt that they will share \$50 million (£29 million) after their numbers came up in a pooled lottery ticket. Roby has gone from being a no-chance roadside station where even the tumbleweeds would not linger to the place with the most millionaires per capita in the entire United States.

Their Whisky Galore-style transformation has created a national sensation. For the first time in two years, some of Roby's hard-pressed townsfolk have been able to straighten their stetsons and dine out. The local First National Bank of Sweetwater has become a scrum of flushed-faced investors.

The win could not have been better timed for the many farmers who at the end of November paid \$10 apiece to join a one-off lottery co-operative. This year's weather has been the unkindest for more than 30 years, and many locals feared bankruptcy.



Lukashenko: accused of becoming a dictator

Forces in Europe treaty, a keynotes arms control agreement signed in the dying days of the Soviet Union, should be changed to take into account the dissolution of the Warsaw Pact. In future, the summit agreed, there would not be

bloc-to-bloc limits on troop levels, but new national limits for each country fixed within new geographic zones. Detailed talks will begin next month and will probably last 18 months.

Many countries at the summit, including Britain, expressed concern at the rising tension in Serbia. Carl Bildt, the Bosnia peace co-ordinator, yesterday gave a strong warning to President Milosevic of Serbia to drop a threat to crack down on the huge street protests in Belgrade. He said that the political crisis there could damage efforts to bring stability to all of former Yugoslavia.

The Foreign Office criticised the annulment of the local election results, and said it was "disturbed" by the Serbian Interior Minister's statement that the Belgrade police had been "more tolerant than required" than present at the summit.

Viktor Chernomyrdin, the Russian Prime Minister, told the summit that Nato would create new fault lines in Europe if it went ahead with the admission of new Eastern European members. Western leaders said his tough language was expected, and America and Javier Solana, the Nato Secretary-General, insisted the alliance posed no threat to anyone.

Both Mr Major and Malcolm Rifkind, the Foreign Secretary, warned Benjamin Netanyahu, the Israeli Prime Minister, that Israel should redouble its efforts to reach agreement on its withdrawing troops from Hebron. Mr Netanyahu is attending the summit together with other Mediterranean leaders, as well as government heads from South Korea and Japan which have insisted on being present at the summit.

Tyson scores knockout £45m in earnings

By RUSSELL JENKINS
IN NEW YORK

MIKE TYSON, the boxer who lost his heavyweight title to Evander Holyfield last month, was the highest-earning sportsman in the world last year.

Tyson's earnings for the past 12 months, including prize money and endorsement deals, were estimated at \$75 million (£45 million). This put him comfortably ahead of the number two money-winner, basketball's Michael Jordan, who earned \$52.6 million. Third was the only European in the top 30 sports millionaires, the German racing driver Michael Schumacher, with \$33 million.

The top British sportsman on the list was Damon Hill, the world champion Formula One racing driver, in thirty-fourth place with \$8.2 million. The

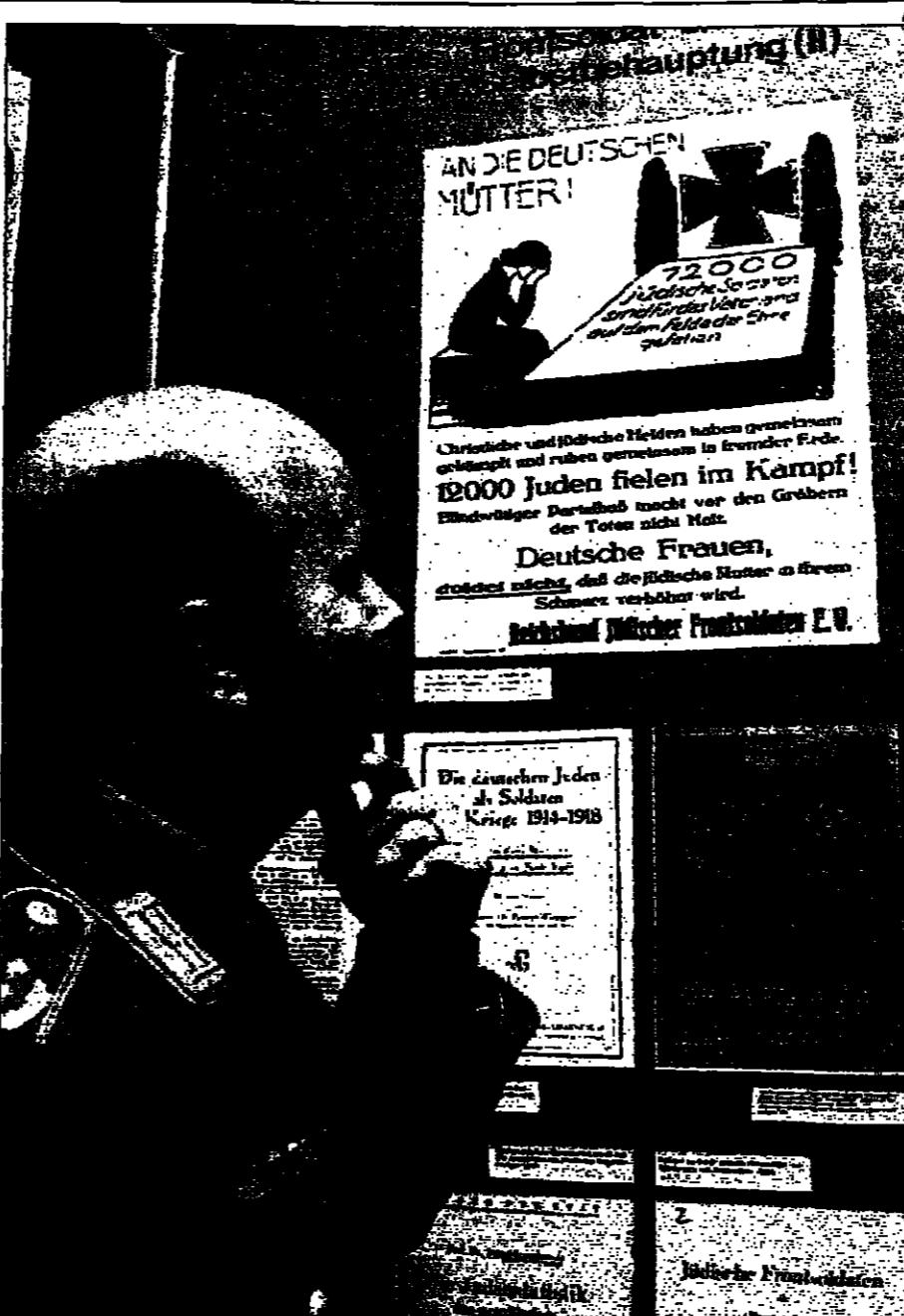
estimates produced by the New York-based financial magazine *Forbes* showed a preponderance of athletes from the big three American sports — basketball, baseball and American football — and from boxing.

The new heavyweight champion, Holyfield, ranked number six in the *Forbes* list, earning \$15.5 million. Holyfield, a devout churchgoer, gives heavily to charity. Both he and Tyson can look forward to even bigger pay days if promoters can organise a rematch.

Sports stars' earnings have rocketed on account of increased competition between television companies to cover sporting events. A boy who grows up in America today with an ability to run fast, jump high or punch hard can nourish dreams of becoming within a few years one of the world's richest men. Sports stars have

learnt to groom their public appearances like rock stars. The publicity-hungry Dennis Rodman, a basketball player with the Chicago Bulls, dyes his hair outrageous colours, argues with umpires and dates beautiful women. His reward: a ninth placing with earnings of \$12.9 million.

The veteran golfer Arnold Palmer came eighth in the *Forbes* list, earning \$15.1 million, only \$100,000 of it in prize money. The rest came from his adroit sinking of sponsorship deals. In the same sport, the newcomer Tiger Woods earned an astonishing \$8.8 million, although he cannot yet be hailed as a true master of his sport. He owed his earning capacity to an engaging manner and the fact that he is one of the few black golfers on the professional circuit. No women appeared on the top 30 list.



Dr Hans Ehrlert, an officer and historian, visits the Potsdam exhibition yesterday

Campaign donor sought change in US policy on Asia

FROM TOM RHODES IN WASHINGTON

THE White House kept secret until after President Clinton's re-election a letter from an Indonesian billionaire, at the centre of controversy over foreign donations to the Democratic Party, which urged him to alter American policy in the Far East.

In the letter, written in March 1993, months after the President first took office, Mochtar Riady, a Lippo Group executive, called on Mr Clinton to "normalise" relations with Vietnam and ignore human rights violations in China and Indonesia. The existence of the letter, revealed by *The Wall Street Journal* yesterday, undermined at a single stroke efforts by the White House to portray the relationship between the President and the influential Indonesian family as purely social.

It is also likely further to encourage Republicans who have promised to set up congressional hearings over Democratic fundraising after the failure last week of Janet Reno, the Attorney General, to appoint an independent prosecutor to investigate the issue. Don Nickles and John McCain, two of the most senior Republican senators, said they disagreed with Ms Reno's conclusion that there was no credible evidence of impropriety by the President, Vice-President Al Gore or top Administration officials over fundraising.

"We will place more emphasis on congressional hearings which are not always the most non-partisan way of addressing these issues, unfortunately," Mr McCain said. The senator also questioned Mr Clinton's links with Mr Riady's son James, another big Democratic contributor who discussed Asian trade policy during 20 private visits to the White House in the past four years. The Riads, who first met the Clintons in Arkansas, emerged shortly before the letter was made public.

Mr Riady thanked Mr Clinton for his private meeting during the inauguration and then focused on policy. He urged Mr Clinton to increase trade delegations to Asia and to appoint former businessmen as ambassadors to the region.

He also asked the President to remain engaged with China and that Indonesia be given observer status at a summit of the Group of Seven industrial nations in Tokyo.

In calling for normalisation with Vietnam, a policy Mr Clinton adopted in 1995, Mr Riady told the President that two of his company managers were in Vietnam scouting for investment opportunities.

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Don't marry an MP - and don't wear trews

Ministers in the House of Commons and most people immediately conjure up images of nubile young girls being seduced by powerful MPs among the stained glass windows and green leather corridors of the Palace.

But anyone who assumes that the House of Commons is nothing more than a dating agency hasn't met Eileen Wright, who last week celebrated her 50th anniversary as a House of Commons secretary.

Since entering the House in 1946 she has watched Sir Winston Churchill win back his majority and worked through the Suez crisis and the Profumo scandal. She adored Margaret Thatcher, will probably outlast John Major — and Tony Blair was not even born when she started her job.

As the longest-serving female aide in the Palace, Mrs Wright, 66, and steadfastly single since her divorce 30 years ago — knows more about MPs' peccadilloes than their wives. The Whips' Office and Downing Street put together. Broaching the subject of secretaries with her over a cup of tea in the Westminster Hall cafeteria is no easy feat. Everyone wants a word of advice from her and it took at least 15 minutes to get to our table. As she sat ramrod straight on her chair, her attention turned first to my shorthand (which obviously wasn't up to scratch), and then to my "trews" as she extolled the merits of El blouses and skirts from Oxford.

Finally we got onto sex, or rather, the lack of it. Most secretaries are highly professional and more concerned with current affairs than love affairs, said Mrs Wright. Between them they deal with more than 47,000 letters every day. They care hangovers, book restaurants, conduct guided tours as agony aunts to constituents and understand the adrenaline and addiction of the place. One even accompanies her MP on midday jogs. But they don't have to

Eileen Wright on surviving 50 years in the House. Interview by Alice Thomson

wash their man's shirt or brush the crumbs off the sheets.

Mrs Wright has dedicated her life to looking after her charges (usually two at a time) and adores it. She did marry, briefly, in Coronation Year but it was a disaster. "I am delighted that I haven't got children. I am sure I look so young because I am not a wife. I never exercise. I have the occasional drink but never smoke and I can choose what I spend my salary on. At the moment it is redecorating my bedroom."

The doyenne of secretaries with her over a cup of tea in the Westminster Hall cafeteria is no easy feat. Everyone wants a word of advice from her and it took at least 15 minutes to get to our table. As she sat ramrod straight on her chair, her attention turned first to my shorthand (which obviously wasn't up to scratch), and then to my "trews" as she extolled the merits of El blouses and skirts from Oxford.

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ies has lived in the same street in north London with her mother since she was a child, even throughout her marriage. She has never been tempted to take an MP home to bed. "That sort of thing goes on a little, but not nearly as much as you think.

As a regular churchgoer, I have never given them any encouragement. I always made sure I look business-like and never wear trews or short skirts," she says.

Last week she held a vast party in the Churchill rooms to celebrate her 50 years at Westminster. Everyone, from the postroom workers to the Speaker, Betty Boothroyd, turned up, a fitting tribute to the indomitable Mrs Wright, who nevertheless was at pains to point out: "This isn't a retirement party, you know."

The scheme was set up by

their typewriters, two homes, postage stamps for the constituency and their secretaries out of their own pockets.

"They were a race apart in their black jackets, waxed moustaches and striped trousers. A lot had just come back from the war. You never assumed they weren't honest and upright although some weren't exactly sober and there were a few bad eggs. I am afraid to say that as the pay has gone up, the respect for MPs has gone down."

It is by chance, she says, that she has almost exclusively worked for Tories. One of her first was Sir William Teeling, MP for Brighton. "He was a terrible bully. When you are 18 you don't say, 'stop being such a silly bugger' but I finally cracked and said I would no longer work for him after the summer recess. The bizarre thing was it worked.

He loved being bossed around and we were best friends until his dying day." She has since dismissed one or two other charges, saying she would rather starve in the street than work for a charmless man.

The only woman she has ever worked for is Margaret Thatcher, as a stand-in when she was Opposition Leader. "She was wonderful and very considerate. But generally I don't think women make very good MPs. They find it hard to make their mark," she says.

Her current protégé is Patrick McLoughlin, MP for Derbyshire West. But she also looks after Matthew Parris, the *Times* columnist, who never managed to wean himself off her after he resigned as an MP.

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Eileen Wright 50 years in the House



Julie Sowter is the second recipient of the Rees-Mogg Training Scholarship, which offers single parents the chance to train as childcare assistants

Springing the trap

A pioneering scheme offers single parents the chance of a career. Anjana Ahuja reports

To work or not to work? Many women with young children know the dilemma all too well. With spiralling childcare costs, the balance between the merits of working and staying at home can seem rather delicate.

Imagine then, how much more difficult that situation becomes for single mothers, especially those with few or no qualifications. That is why the Rees-Mogg Training Scholarships, a pioneering scheme run by the Westminster Children's Society, is so important.

The scheme was set up by

and named after Lady Rees-Mogg, the patron of the charity, who secured a £62,500 gift from an anonymous donor. Her idea was to provide up to two annual scholarships, offering lone parents (both mothers and fathers) living in Westminster the chance to train as childcare assistants.

Their children, who must be aged between two and four, are given free places at one of the charity's nine nurseries in the borough. And, crucially, the scholarship does not jeopardise any state benefits the parent receives.

The training leads to a national vocational qualification (NVQ). However, the scheme can be a springboard to greater things. Sarah Green, a 31-year-old single mother from Maidstone Vale, was one of the first two recipients when the scheme was set up a year ago. She is now studying to be a teacher at Middlesex University.

Julie Sowter, 37, who lives in Finsbury, joined the scheme at the same time as Sarah. It is a mark of the scheme's flexibility that candidates can choose how long they take to complete the course. A divorced mother of two sons, Yasmeen, 11, and Adam, 4, Julie dropped out of school at 16. A warm, matronly woman, she admits to feeling very self-conscious about not having any qualifications.

As she had done some childminding, she had been wondering whether to apply to train as a nursery nurse. Two things put her off — she would have to find a permanent nursery place for Adam, and she thought her age would work against her. Then fate stepped in.

"I dropped Adam off at the

nursery one morning when I saw a poster about these scholarships," she says. "I asked one of the assistants about it and she said it was tailor-made for me."

Julie applied and was taken on. The spin-offs have been tremendous. Not only is she training for the career she wants, but the scheme has boosted her confidence: "The written work was a worry because it was so long since I had put pen to paper. But it made me think 'Come on Julie, you are just as good as anybody else.'"

Julie laughs nervously and apologises for taking her time to find the appropriate words to express herself.

"But it hardly matters. The overwhelming reaction on meeting her is astonishment, at how this simple scheme has transformed her life. I am definitely a stronger person now. I know I can achieve more."

She has a new ambition — to run her own nursery.

"There's more to life than being a mum and staying at home. It's nice for a woman to have a career if she wants one. It gives you something else to talk about. It can be good for the kids, too — Yasmeen is quite proud of the fact I work."

Julie knows it will take a while to work her way up. However, to anybody watching her in action at the Stepping Stones Nursery, looking after a mixture of Tadpoles (6-18 months) and Ducklings (18 months-2 years), her dedication is beyond doubt.

The scheme requires that Julie spends two days a week in a nursery, learning about the practical aspects of childcare. Her progress is checked by Rosalind Millam.

The charity has also gone to great lengths to show that its scheme is financially viable. Each scholarship is £12,130. It estimates that a lone parent on income support with one child under five costs the Government £7,000 in benefits.

If a candidate gets a job after training as a nursery assistant, on an average salary of £10,500, he or she no longer claims benefits. The charity estimates that when income tax and National Insurance contributions are taken into account, the Government is £8,500 better off. In other words, the scholarship pays for itself in 18 months.

Lady Rees-Mogg is delighted with the progress of Sarah and Julie and Naomi Muianga, a mother of three who has just been taken on as the third Rees-Mogg scholar, and can not speak too highly of the scheme.

Candidates refine their social skills, learn how to work as part of a team, and how to prepare for interviews.

"They learn how to make decisions and manage their time. They are encouraged to take responsibility. It is all about raising self-esteem."

Raising self-esteem is indeed an important part of the training process, according to Lady Rees-Mogg, who says the idea came to her in the middle of the night. "Lone parents are often decrived and lumped together, and they can feel enormously isolated. As a result their expectations can be very low. This scheme connects them to the community, and to the real world. It provides highly trained childminders, gets single parents off benefits and gives them back a sense of self-worth. It gives them a choice. It is quite wonderful to see the transformation it has made to people's lives."

"It would mean better childminders and better assistance in the nursery, which has got to be a good thing. In wider terms, every new childminder releases three women into the workplace. And the idea that all single parents want to live on benefits is a myth. Many don't but are trapped by their circumstances. This sort of scheme gives them a way out."

To this end, the charity has sent leaflets to MPs, unions and childcare organisations with a frustratingly muted response. But Lady Rees-Mogg will continue to beat the drum. Her message is simple: "Look, it can be done."

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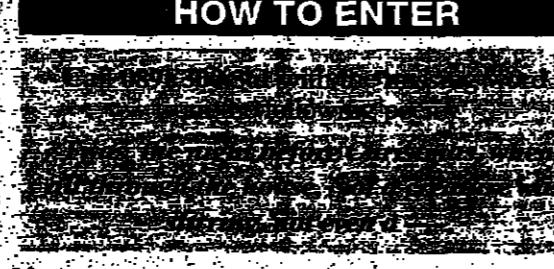
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CHANGING TIMES

Others went off and took full jobs. I'm still fucking round.

Valerie Grove on why Griff Rhys Jones abandoned history for the stage and became a Lost Boy

'Others went off and took adult jobs. I'm still mucking around'

D'Arcy Tuck, the twitish upper-class schemer Griff Rhys Jones plays in the revival of Ben Travers's farce *Plunder*, first enters "with a motor-coat and carrying a cap". How apt for Rhys Jones, who so immortalised the swaggering Mr Toad in *The Wind in the Willows*. But then he comes offstage after the rehearsal carrying a bright orange anorak. Goin' roadbuildin'? I ask. He gives a laugh that sounds (Arf! Arf!) exactly like Basil Brush. Later he puts on this anorak to get into my car and I see it is not a piece of stage wardrobe, but a new coat he is rather proud of, useful for driving his tractor in Suffolk.

Rhys Jones's amiable comic characters have earned him a comfortable life, involving country weekends. "You can't take the bourngeon out of the man," he says, happily. He and his wife Jo, and children Catherine and George, live above a former machine-tool factory in Clerkenwell, which now sells lingerie to men in discreet dove-grey suits every Friday. The whole family hurries off in Suffolk.

The Rhys Jones comic voice can veer between Estuary (for ladish Smith and Jones sketches) and posh. For D'Arcy Tuck it is posh Woosterish. Having read *Plunder*, a 1928 comedy with the usual period nuances in volving class, I conclude the as with all farces, it only work in performance, so you real have to be there — at the Savo Theatre.

Something funny happened the last time he was due to star at the Savoy, in 1990. It was another Ben Travers play, *Thark*. After an eight-week tour, just before the London opening, the Savoy Theatre burnt down. So Thark became one of his great unseen triumphs. He never met Ben Travers, but his friend Craig Brown did. "Travers was 9, and told Craig he would walk up every morning and say 'Not again, Arf! Arf!'"

Rhys Jones, veteran of Ayckbourn, Feydeau, Char

ley's *Aunt* and *An Absolute Turkey*, loves farce. "The actual mechanics of farce are part of its delight. It's a very theatrical experience, very manipulative. Did you see *See How They Run*? Its central conceit is to have eight paratroopers disguised as vicars. And a dog. Utterly brilliant. People who don't like farces," he adds, "are rather hopeless people, don't you think?"

But it can be touch and go. "Sometimes an audience gets on the train, and other times the train chuffs out of the station and by the first interval we realise we've left the audience on the platform. With *Arturo Ui*, we had fantastic audiences in previews, and then on the first night I could actually hear the rustlings and shufflings.

"And a royal Prince" — Edward Prince it was — "came backstage and said 'You seemed to be enjoying yourselves more than we were'." (More Brush-like Arfs.) "Then his auntie came later, and she greatly enjoyed it."

Behind Rhys Jones's fizzing bonhomie there seems to be no sign of

close melancholia. He lost 2lb last year, entirely without trying; luckily, being on tour meant he could get to the shops. In Newcastle he bought a new blue velvet suit.

"Now I've become an actor," he says, "perhaps I should revert to Griff. Being called Griff is a bimmate isn't it? But there was already a distinguished fruitily-voiced actor named Griffith Jones." Although brought up in England, Griff was born in Cardiff in 1953, son of a chest consultant. He called his Welsh grandparents Nain and Taid.

From Brentwood School he found himself at Cambridge "with a clutch of other grammar school boys from the M25 circuit" reading history at Emmanuel. "Nice Wren buildings, but a bit dull until Norman St John-Stevens made it more colourful, Arf Arf!"

He abandoned history, having discovered that no longer could one be cavalier with facts, as at school, but that one was obliged to write sociologically about the three-field sys-

tem in Lincolnshire in 1520. Since he was more amused by plays, as president of the Amateur Dramatic Club, he switched to English who said you were good as Toad. But I can't find anybody to play it, so I think I'm going to do it myself." "I took it with good grace," says Griff.

Like Toad he took to motorising late in life. "I used to despise cars, like everyone who can't drive, and I never bothered because I could not afford a car. But when you first become a television star you walk past a shop window and think 'I could go in and buy that coat. Or that car.' And I had to learn to drive because I had agreed to do a Hertz commercial, to be filmed in Arizona and Paris. They never even asked if I could drive." He got his licence the day before flying to Paris. "So my first ever drive was in this powerful car through the streets of Paris, dressed as a silly American tourist. On the Champs Elysées the lights changed to red, and the car went across so I followed, and only got half-way, blocking three lanes of traffic. I had to lock all the windows, so many people got out of their cars to attack me."

As a child he admired Charlie Drake, who was then half of a Fifties slapstick duo called Mick and Montmorency. Male comedy thrives in pairs, and the double act of Rhys Jones and Mel Smith, born in the early Eighties, has never gone away; they can still be heard on Radio 2. Last Saturday there was a very funny sketch about bird songs.

Playing Mr Toad at the National was, he says, the nearest thing to giving his Hamlet. I am surprised that Terry Jones did not ask him to play Toad in his film. Rhys Jones told me how the two met in Groucho's by chance. "He part from the voice-overs he does for Talkback, the production company he runs with Mel Smith, has become the presenter of the BBC2 programme *The Bookworm* on Sunday afternoons. At last — a books programme that makes dramatic television, using locations: Betjeman's Cornwall, Conan Doyle's Edinburgh, Roddy Doyle's Dublin wastelands. What astonishes him is that the director decides what an interviewee will say.

"So people say things they would not naturally say. In places they would not normally sit — all part of making truthful television, but in fact a cheat. And yet in fiction you try to make something artificial seem real."

Having taken late to motorising he has a penchant for classic cars. "It immediately appealed to me, the aura of tastefulness, elegance and other-worldly romanticism — like the people who own beautiful old wooden boats and wear Breton-fishermen's hats." The only thing that worries him about his children's childhood is that it isn't boring enough: "I remember my childhood being full of the most exhilarating boredom, punctuated by Hancock and Monty Python."



"Now that I've become an actor perhaps I should revert to Griff. Being called Griff is a bit matey, isn't it?"

The twelve dilemmas of Christmas

The festive season brings tricky problems. Giles Coren reports

You bought your Christmas cards in Sainsbury's this year. All very well and good. But as you popped the first batch into the postbox you realised that you had sent one of these cheapo efforts to the boss. Will this do? Or should it have been a £4 handmade card-sculpture by Funky Eclectica? Then again, would it do to outcard your employer? This is only the first of the 12 dilemmas of Christmas.

Do you buy a fake tree? Ironic Seventies retro-glam or Nineties naff? Those red or silver ones were once vilified, but isn't it better than all the needle-sweeping, and eventual Twelfth Night drag through the house to the bins, that leaves carpets irredeemably acupuncture? And, anyway, is not a fake more eco-friendly than the annual conifer carnage that is the alternative?

Do you let your children go carol singing? Nothing warms the Christmas cockles like the sight of your children dressed for carolling, in mittens, muffs and pom-pom hats, except perhaps the sounds of their little voices trilling the high notes of *Ding Dong Merrily On High*. But dare you let them out on to the streets of modern Britain?

Do you buy M&S mince pies? And if you do, do you try to pass them off as your own, by overeating them so that the casing bursts, and then mash the top with a spoon for that home-baked look?

How much do you give carol singers? Do you reward performance, only paying those who can get into the second verse? Or cuteness, which can be lookist? And how much do three 18-year-old blokes, who mumble the first line of *We Wish You A Merry Christmas* and then hold their hands out, need to make it worth their while?

Do you go to Midnight Mass? It could be the move that makes your yule crunching through the frost to the

church, and reuniting with old friends in the candlelight. Then again, you may be too late to get a seat, the hymn-sheet might consist entirely of experimental Post-Modern carols by young Peruvian composers, and you'll get up in time to roast the turkey.

Do you put a red ring round all the things in *Radio Times* you want to watch over the festive period? Or is that a bit?

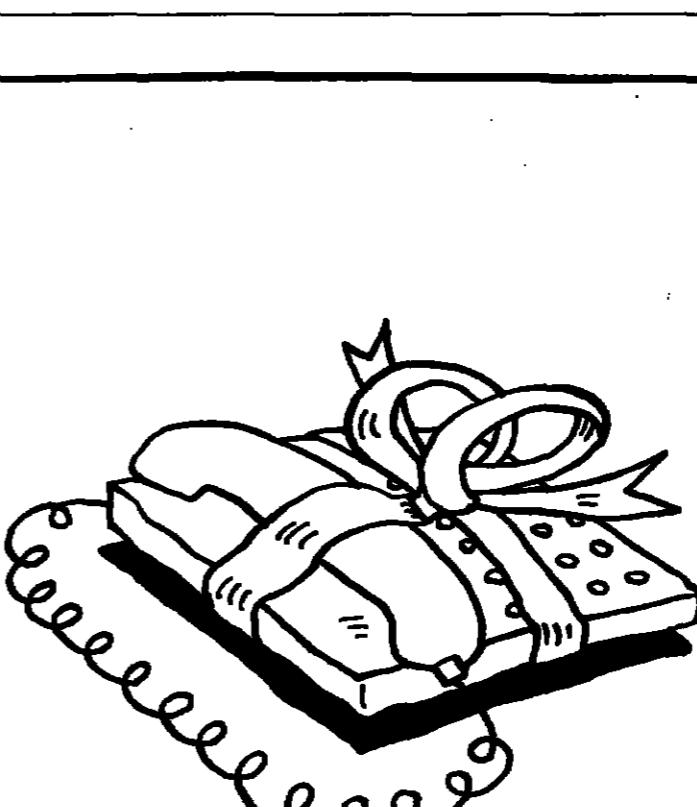
Do you admit there is no Father Christmas? Little Geoffrey hears the rumours at school and pops the big question on Christmas Eve. Do you perpetuate the great Nordic myth of the unseen bearded benefactor, thus making Geoffrey one of the mugs who stands up for elves and tooth-fairies well into his teens? Or do you do the responsible thing, and tell him where babies come from at the same time?

Do you pretend you believe in Father Christmas? Mum and Dad seem to get so much pleasure from the pretence, making you leave out mince pies and a carrot for Rudolph, and all that. Do you let them know you know? Or pretend to be asleep when the old man totters in, and then say "Ooh, look what Santa brought" in the morning?

What do you say to non-Christians? How do you avoid that red-faced moment when you say "Merry Christmas", even as you realise that he couldn't care less how lowly the carolers were, nor how bleak the midwinter. You try to make amends with "Happy new year," remembering too that in most cases it isn't that either.

Do you open the presents before or after lunch? Or even on Christmas Eve, like the French? And is it possible to change your family tradition once it is fixed?

Do you give presents in the office? No.



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The strong pound is bad for Britain

A hard currency is not a virility symbol, says Anatole Kaletsky

In the coming weeks you are likely to hear more and more from Britain's businessmen and economists about the "sterling problem" or even, depending on the excitability of the commentator, about the "sterling crisis". These comments will seem odd, since they will appear on the business pages alongside reports that investors around the world are snapping up sterling assets and that the pound is rising to its highest level for years. Yesterday's news afforded an early example of this juxtaposition: just as sterling hit DM2.60, the closely followed Purchasing Managers' Index warned of a slowdown in manufacturing and a fall in export demand.

To economists there is nothing surprising about the business community's fear of a hard currency: a strong pound makes British goods more expensive for foreigners and imports cheaper for Britons. As a result, British consumers buy more imports, while British manufacturers find it harder to sell abroad. Eventually the trade deficit expands, British companies lay off workers, unemployment rises and interest rates decline, causing the pound to fall. But this process can take years, and meanwhile jobs are lost, businesses bankrupted and factories closed.

Deflation means weak currencies are what is required

In the two decades since the world began to live with floating currencies, this process has become clear to economists and business. In the last few years it has been grasped even by politicians, which is why a weaker currency has been adopted as a policy objective by almost every government in the world. America, Japan, Switzerland, France, Italy, Canada and most recently Germany have taken deliberate steps to weaken their currencies. Devising such a soft-currency policy for Britain ought to be the Treasury's top priority, yet to most people in Britain the idea of deliberately undermining sterling seems unpatriotic and absurd.

The British have learnt to envy the Germans, Swiss and Japanese, whose hard currencies have become symbols of economic virility — and to feel ashamed of their own limp and shrivelled pounds. What Britons do not realise is that these hard currency countries have been trying desperately to make their currencies "soft". Japan and Switzerland are doing this by keeping interest rates at ridiculously low levels (at 0.3 per cent and 0.8 per cent respectively); Germany by merging the mark into the new euro, which despite protestations to the contrary is bound to be a "soft" currency with more in common with the franc and the lira than the mark.

So why do British politicians find it so difficult to say openly that they want the pound to weaken? And, why, for that matter, do the Germans bother to deny that they want a soft euro?

There are three possible answers: the economic, the logical and the semantic-metaphorical. Economics shows

Pope hope

GREGORIAN CHANT may be rocking the classical charts, but contemporary tunes come top at the Vatican.

Old and tired

JOHN MAJOR has been stealing Michael Heseltine's best lines. At the Tory women's conference last week he hit the mark with his blue rinse audience when he discussed the Leader of the Opposition's apparent two-facedness. "Which twin is the real Tony?" he asked, to



Dionne sultry.



thunderous applause. This was a reference to a series of advertisements from the early 1950s for Toni hair products. Two women sit next to each other beneath the caption "Which twin has the Toni... and which has the expensive perm?"

Reining to last year's Tory conference and we find Michael Heseltine asking his elderly audience: "Which twin is the Tony?" Major may care to remember the case of Bruce Babbitt, who ran for the Democratic nomination for the presidency only to drop out when it was discovered he had been borrowing heavily from the speeches of Neil Kinnock.

Way out

AS THE Baroness James (a.k.a. P.D. James) and the literary power couple Harold Pinter and Lady

Antonia Fraser shuffled out of the labyrinthine basement of the new British Library yesterday after supervising the arrival of the first books, one member of the party seemed a little lost. "Now, which is the best way out?" asked the distinguished-looking gentleman, peering at a bewildering number of doors. Fortunately a member of staff leapt over to guide the architect Colm St. John Wilson out of his own building.

Latest to attack the BBC for biased reporting are the Ulster

Unionists. The Ulster Information Office (president, David Trimble; director, David Burnside) and the Editor of Radio 4's Today, claiming that Sinn Fein receives too much airtime. "It is intolerable," thunders Burnside.

Inane, in vain

MY COLLEAGUE Matthew Parris has been upbraided by Neil Kinnock, the windy Welshman, former Labour leader and Euro-Commissioner. The contention concerns Kinnock's teenage outbursts at Labour's appalling 1992 election rally in Sheffield.

Parris wrote in his book *Read My Lips: A Treasury of the Things Politicians Wish They Hadn't Said* that Kinnock shouted "We're alright We're alright" and called it misplaced triumphalism.

Kinnock has written to him: "The words I used were 'Well alright! Well alright!' They are meaningless — in the true sense inane ... I write only to put the reality on record." It didn't sound like it, but well, all right.

Close shave

AS 'LORD BROCKET' miserably sits on his time in Littlehey prison,



The Brocket of old

Cambridgeshire, where he was injured by an attacker with a razor last week, there is talk of proposals for a film about his predicament.

Henry Cole, the Old Etonian who turned Anna Pasternak's saccharine book *Princess in Love* into a movie and who interviewed James Hewitt about his affair with Diana, is said to have approached Brocket for approval. Yesterday, Cole would not discuss the matter, but I understand he has written to Brocket at Littlehey and is awaiting a reply.

P.H.S.



Mixing politics and drink

David Johnson on alcohol, the last taboo in public life

Sir Nicholas Scott may not have salvaged his career by confessing to Jim Naughtie on the Today programme yesterday that until two years ago he had been drinking "too heavily", and that he had promised his wife he would cut down. To be sure, the embattled MP for Kensington and Chelsea left his *mea culpa* far too late — he was a Northern Ireland Minister when his drinking got out of control — and in another interview he sought to play down his earlier admission with the implausible ploy: "I didn't have a drink problem." Still, it is refreshing to her one of the last taboos in public life broken: do not admit to having been drunk, on or off duty, unless forced to do so, and never so much as hint at ever having been an alcoholic.

The rules of the House of Commons actually reinforce this taboo by outlawing any reference to a Member's drinking. During a late-night sitting in 1983, Clark Short accused the ten junior Employment Minister Ian Clark of being at the dispatch box "in this condition". Matthew Parris, in his *Great Parliamentary Scandals*, comments: "I was there. He was drunk. But the Deputy Speaker reprimanded Short."

The club-like atmosphere of the Commons enables parties to conceal the presence of alcoholics in their ranks. In the past, lobby journalists, who belong to the club too, have kept quiet unless a politician makes a public exhibition of himself, but competitive pressures for disclosure are growing. Silence may be compassionate: no useful purpose would have been served by publicising the fact that the late Maurice Macmillan, for example, had been "dried out" before he became a minister.

The unmentionability of the demon was memorably highlighted in 1957 when the Labour politicians Richard Crossman and Nye Bevan, with the party's general secretary, Morgan Philips, successfully sued *The Spectator* for having accused them of being outrageously drunk during a socialist gathering in Venice. Years later Crossman's *Diaries* revealed that Phillips at least had been "dead drunk" most of the conference; all three had purged themselves rather than admit to the faint veneal sin of being drunk on a jaunt abroad.

Wilson Governments were the boozist of recent times. It was George Brown, Wilson's deputy in the 1960s, who gave rise to the euphemism "tired and emotional", used by the BBC after Brown appeared rather the worse for drink on television in 1963 to comment on President Kennedy's assassination. Though by no means an alcoholic, Tony Crosland, Labour's chief post-war theoretician, also drank more than was good for him. That was not held against him, though it may have contributed to his death at 58 while Foreign Secretary; but his public school arrogance was accentuated in his cut and his preference for wine, not beer, was resented. It is no accident either, that so much was made of Roy Jenkins's fondness for fine wine when he and other right-wingers broke with Labour to form the SDP: the aim was to identify the new party in Labour voters' minds with the Gare-drinking classes.

Politicians of all parties can in theory now drink anything and everything — but in practice Islington Man drinks mineral water. John Major may endorse warm beer in his speeches, but he takes care not to be seen quaffing it too often. Public sobriety is more of a political imperative today than it was a century ago, when a Nonconformist teetotal vote could swing elections. Why? Televised debates have made drunkenness in the Commons harder to conceal than the late Horace King would not have survived as Speaker today. Drinking habits have also changed. The postwar generation preferred spirits-day's politician, if he drinks at all, is unlikely to ask for hard liquor. Women still drink less, and their growing presence in politics inhibits male habits of conviviality.

Alcohol is now seen as incompatible with the demands of office. But those demands also cause leaders to turn to drink. Harold Wilson's press spokesman, Joe Haines, now says that during his last Government, Wilson could no longer face Prime Minister Questions without several large drunks, rendering him incapable of serious work for the afternoon.

It is time of war that statesmen bear the gravest responsibility, and many turn to the bottle to relieve the tension. Churchill's prodigious consumption of alcohol enabled Dr Goebbels to caricature him as a hopeless drunk. In fact, Churchill's performance seems scarcely to have been affected by his drinking, though his example as disastrous for his son Randolph. The heavy drinking of another wartime Prime Minister, Asquith ("puffily") may have contributed to his overthrow by Lloyd George, but it was more a symptom than a cause of his inadequacy.

Bismarck thrived on a daily minimum of a bottle of Moët et Chandon champagne. But Pitt the Younger drank himself to an early grave on two or three bottles of port a day. For leaders of all calibre, it is hard to say whether alcohol is a blessing or a curse. But if ordinary mortals, there is little doubt.

WORLD
SUMMARY
Call for
Car crash
Envoy
face trial



ALL AT SEA

Time for Britain to help push out the UN lifeboat

The rusty old liner lost its bearings months ago. In winter seas, it is shipping more and more water. They are playing cards in the engine-room because no orders are coming down from the bridge. Both crew and passengers know that the captain became fatally incapacitated months ago. They are waiting for one of his relatives to volunteer for his job, although there is no logical reason for keeping it in a family not noted for outstanding seamanship. The relatives have anyway been dithering, arguing that the ship's doctor must first pronounce the captain dead. Stand by for the Lutine bell.

Thus is the United Nations preparing to enter the 21st century. Fully five months ago, the United States announced that it would veto the bid by Boutros Boutros Ghali, the UN's 74-year-old Secretary-General, for a second five-year term. It was the right decision, for a host of reasons other than the Secretary-General's advanced age — or even his disastrous mishandling of the UN mission in Bosnia. The UN badly needs a more persuasive voice and more dynamic and flexible management. Mr Boutros Ghali's earlier insistence that he would serve only one term made this the ideal time to break with the damaging convention that election is the incumbent's unwritten right.

But even if America had made the wrong decision, Mr Boutros Ghali was politically dead from June onwards. However much this irritates other states, the UN's authority rests on the readiness of its most powerful member to work with and through it. Washington's power to change things is however limited to the veto; resentment would kill the chances of any candidate it backed. The only sensible response for others was to turn the US veto to good use by finding an outstanding successor; but UN politics are fuelled by pique, not sense. Futilely and foolishly determined to "punish" Washington for exercising its right of choice in the matter, every other member of the Security Council, discredibly including Britain, voted for Mr Boutros Ghali in the first round last month. Worse still, they agreed that if he were to

withdraw, Africa must not thereby be deprived of its "right" to a full ten years at the UN helm. With this irresponsible decision to put political correctness before political effectiveness, Washington has so far publicly agreed. The entirely predictable result has been further damaging delay while the utterly disorganized Organisation of African Unity — which Mr Boutros Ghali, whose spiritual home is Paris rather than Africa, had persuaded that the American veto was an insult to the continent — wrestled with its conscience. Yesterday, the OAU finally allowed some names, none of them inspiring, to go forward to the Security Council.

The timing is not fortuitous; it has been heavily lobbied by France, which is out to slip one of its francophone African clients into the post; and tomorrow in Ouagadougou, France just happens to be holding a high-profile summit with African leaders.

The curtain should be brought down on this farce before it damages the UN beyond repair. The deadline is a mere fortnight away. The General Assembly, which must endorse the Security Council's nomination, is due to shut up shop for the year on December 17. Britain, a permanent member of the Security Council, insists that it has no preference and is happy to sit the game out hoping that some "viable" African candidate — faint ambition indeed — will be found. This attitude is incompatible with Britain's insistence that it is serious about UN reform. Britain should be exploiting its Commonwealth links to sound out Asian capitals on a step that could be presented as a genitification to geographical "fairness" but would in practice give the UN the strong management it needs. In the rotation of Buggins' turn, Asia follows Africa; and in Sadako Ogata, the highly respected and experienced Japanese UN High Commissioner for Refugees, Asia has a woman who could give the UN the best leadership it has ever had. It may be too late to launch the lifeboat; the attempt may fail; but it is worth a try. If even Britain cannot take this contest seriously, the UN is in miserable shape indeed.

Yours faithfully,
ROBERT McGEEHAN
(Assistant Director,
Institute of United States Studies,
University of London,
Senate House, Malet Street, WC1.
November 29.

Russia's threat to Nato expansion

From Dr Robert McGeehan

Sir, The threat by Igor Rodionov, the Russian Defence Minister, that Russian nuclear weapons could be targeted on Central and Eastern European states if they join Nato (report, November 29) is grimly reminiscent of the crude attempts by the Soviet Union in the early 1980s to similarly intimidate the members of the Atlantic alliance that had agreed to receive new American intermediate-range nuclear missiles.

Such coercive tactics did not succeed then and should not influence current deliberations on Nato enlargement, but they are a timely reminder that the former superpower to the east remains the only real potential aggressor in Europe, should its present efforts to move towards democracy collapse.

General Rodionov's further threats to renounce Russian commitments under the START treaty and create its own "defensive military alliance" are additional reminders that the grizzly bear has a long way to go before it becomes a teddy.

Yours faithfully,
ROBERT McGEEHAN
(Assistant Director,
Institute of United States Studies,
University of London,
Senate House, Malet Street, WC1.
November 29.

From Mr Frank Allaun

Sir, Russian Defence Minister Rodionov says that his country could re-target nuclear weapons towards Eastern European countries if they join Nato. He thereby confirms the warning given by Mr Gorbachev to Western leaders during his recent London visit that, if Nato expands into Eastern Europe, Russia would be tempted to tear up its disarmament treaties with them.

This is a very real danger as Russia sees Nato military forces approaching her frontiers. British troops were this autumn sent from Germany for training on the ground in Lvov previously used by Russian tanks.

It is planned to add Eastern and Central European states to the existing Nato countries. When that takes place it could mean their accepting Nato tanks, artillery and aircraft and even nuclear weapons on their territories. It has been denied by American spokesmen that nuclear bombs will be sent, but it is significant that Poland and the Czech Republic seem ready to accept the possibility of nuclear weapons being based on their soil. It is unsurprising that the Russian Government is alarmed, although it has not so clearly stated this hitherto.

Mr Gorbachev is entitled to be listened to. It was his unilateral moves beginning in 1987 which led to the ending of the Cold War and the arms race. It would be tragic if they returned.

Yours sincerely,
FRANK ALLAUN
(Labour MP for East Salford, 1955-83).
11 Eastleigh Road, Manchester.
December 2.

Social security changes

From the Parliamentary Under-Secretary of State for Social Security

Sir, As the minister responsible for the Social Security appeal system I was surprised to read Mr Alan Howarth's letter (November 26) on the changes I introduced recently. These are modest, practical measures to improve the efficiency of the Independent Tribunal Service and will not in any way reduce appellants' rights.

Contrary to the assertions in Mr Howarth's letter these changes did not involve any "high-handed" behaviour or mockery of Parliamentary procedure.

The amendments to the appeal regulations to which Mr Howarth refers were outlined in the recent Green Paper, *Improving Decision Making and Appeals*, where it was made clear, at paragraph 1.7, that it was planned to introduce them this autumn, subject to the usual consultation with the Council on Tribunals. The aim was to improve the current service while consultation was under way on more radical longer-term options.

These regulation changes followed the well-established procedure for negative resolution in Parliament — and the same will apply to the regulations changing the way earnings are calculated, to which Mr Howarth also referred. This means that a debate is not required before the regulations come into force, as Mr Howarth well knows.

Negative resolution regulations may be debated in Parliament if members seek a debate and time can be found for one. Debates on the appeal system changes took place in the Commons Standing Committee on November 7, during which Mr Howarth spoke, as well as in the Lords on November 19. If it is the will of Parliament, the other changes will be debated in due course.

Yours etc,
ROGER EVANS,
Department of Social Security,
Richmond House, 79 Whitehall, SW1.
November 27.

Letters to the Editor should carry a daytime telephone number. They may be sent to a fax number — 0171-782 5046.

LETTERS TO THE EDITOR

1 Pennington Street, London E1 9KN Telephone 0171-782 5000

Views on a Budget that 'discriminates against families'

From Mr James Sandilands

Sir, One wonders if members of the Cabinet talk to one another.

In the same week that the Chancellor announces that the level of financial support to London Transport is to be cut (Budget report, November 27) — a move hardly designed to discourage the trend for families to move out of the city — his colleague, the Environment Secretary, told the Commons (report, November 26) that the Government is raising its targets for nuclear waste.

Such coercive tactics did not succeed then and should not influence

current deliberations on Nato enlargement, but they are a timely reminder that the former superpower to the east remains the only real potential aggressor in Europe, should its present efforts to move towards democracy collapse.

The latter announcement was given

in the context of a forecast that large

swaths of southern and central Eng-

land will be subjected to "urban

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Tax cuts will decrease income

Pat Blair introduces a two-page report on fundraising for charitable organisations

Charities that can diversify across the broadest possible range of fundraising, marketing, trading and public relations activities are the ones that are most likely to be, and remain, successful.

So says Stephen Lee, director of the Institute of Charity Fund Raising Managers, whose members — more than 2,500 individuals covering 1,250 organisations — are specialists in the field. "It would not be appropriate," he says, "to blame the demise of some charitable bodies on the major national charities' increased voluntary income, the impact of the National Lottery or the current economic climate. In any year there are winners and losers."

For more than two years, the Institute has been tracking quarterly, the fundraising performance of 70 charities — large and medium sized — with a combined annual income from donations of £750 million out of an estimated total income of £3 billion to £5 billion.

These organisations have shown a real increase in income, across the board,

from nearly every different type of activity, save public collecting which has remained static," Mr Lee says. "The financial climate has been improving for some time. There is no evidence as far as we can see that there is a direct loss as a result of the lottery."

One effect of last week's Budget, however, will lose voluntary bodies money, through a reduction in the amount of tax reclaimed under planned-giving schemes. The National Council of Voluntary Organisations suggests that the one penny off the basic rate of income tax will cost charities £13.8 million a year.

Increasingly, charities are becoming more professional in their approach. At the same time they are returning to their roots, forging closer links with the community in which they work, more that is reciprocated by business.

Far from the issue of voluntary income is the impact that the removal of statutory support, from both central and local government, has had.

According to Mr Lee, it has gradually declined over the past 15 years, particularly in



Shopping at the Barnardo's shop in Brixton, south London

core support for a whole movement of activities that were founded and then sustained through statutory support. "The notion that fundraising of voluntary income

can somehow make up the difference is misplaced. It never was an option and never should have been promoted as such," he says.

Reduced budgets, expenditure cuts and the effects of local council reorganisation have all struck the voluntary sector. Since local government reorganisation in Scotland in April, "we estimate that close to 1,000 jobs have been lost in the voluntary sector and about

16,000 people have lost access to services," says Martin Sime, director of the Scottish Council for Voluntary Organisations. About £10 million, 8 per cent, of council funding has been cut from voluntary groups. Small charities are among the worst hit: "The £500 discretionary grant is most affected, and that affects grassroots organisations."

Since central government grants form the greater part of

THE WEDGE between charity shops and small high street traders looks set to widen.

Stephen Alambritis, head of press and parliamentary affairs at the Federation of Small Businesses, says: "Charity organisations are lobbying Victoria Bottomley, the National Heritage Minister, to deregulate further their trading in the high street."

Charity shops were originally welcomed by other traders because they occupied premises that would otherwise lie vacant and they sold second-hand goods. Alarm has grown that the charities have increasingly turned to offering new products.

The FSB claims charities gain an unfair advantage through business rates relief and reduced rents because they are prepared to take very short-term lets while the landlord finds a long-term tenant. However, charities claim that most of their products are second-hand goods and that landlords no longer offer cheap leases.

council spending, Mr Sime says, the effects of the Budget suggest that when councils set their budgets in January, "we're all expecting bad news again".

But at the end of the day, the service any charity gives is dependent on its ability to raise funds — and on its optimism. As Mr Sime says: "We just hope that there are better times around the corner."

How to donate with the help of the taxman

Revenue rules can make giving remarkably easy on the pocket

is issued and the donor can distribute the money as he or she wishes.

Payroll deduction is the only one of the three schemes to operate on pre-taxed income. Donations are made direct from salary at source, before tax, thus also reducing the donor's tax liability. Donations can also be made from pensions that are taxed under PAYE.

Among a number of payroll deduction schemes, the best known is probably Give As You Earn, operated by CAF. But they also include the Charities Trust and Sharing the Caring; the latter was bought earlier this year by Help the Aged, which is currently negotiating with other charities jointly to run the scheme.

Payroll giving operates through employers, who deduct the agreed amount from the employee's salary and forward it to the operator of the scheme with whom they are contracted. The scheme's operator will then distribute the money to the selected charities.

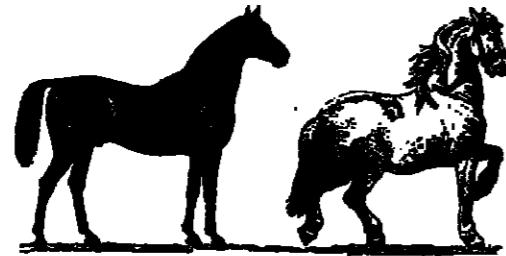
The choice of charity is flexible, says Miss Pulman. Money can be distributed as agreed by, say, staff representatives. "Another alternative is that each individual can choose the charities — up to eight through Give As You Earn — they wish to support," she says.

Companies can also take advantage of tax-efficient schemes. There is the CAF Company Account: a payment representing the company's charitable budget net of tax, is paid into the account and CAF reduces the basic rate of tax paid by the company, crediting it to the account. The company may then set the gross amount in the account (payment plus reclaimed tax) against profits, thus reducing its corporation tax.

Charities Aid Foundation (01732 520000), Company Account Inquiries (071-801 2300); Charities Trust (0151-949 1900); Sharing the Caring (0122 711757).

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The old question: what exactly is a charity?

Rodney Hobson
on the changes
facing the
voluntary sector

It has taken 400 years, so no one is rushing to make major changes to the legal framework surrounding charities. But Victoria Bottomley, the Heritage Secretary, and those involved in charities have acknowledged that the time has come to reconsider just what is a charity.

An independent commission on the future of the voluntary sector chaired by Professor Nicholas Deakin concluded that the legal definition of what constitutes a charity should be redefined in modern terms.

Laws governing charities date back to 1601, but changes will not be easy. One difficulty will be distinguishing between charities and non-profit-making organisations such as clubs, schools and arts organisations.

Also at issue is tax relief. Some big charities earn an increasing proportion of their income by providing welfare services under businesslike contracts with local and health authorities.

While charity umbrella organisations would welcome any clarification of the position, they are reluctant to campaign openly for a change in the legal definition of charities for fear that some of their own members could be excluded. They also feel that changes might make the position more complex rather than clearer. At present, at least they know where they stand.

The Deakin report recommended that there should be extensive public debate leading to a redefinition of the term "charity", based on the concept of public benefit. It also proposed a voluntary sector Law Commissioner to keep aspects of voluntary sector law under review and an independent Charity Appeal Tribunal with power to review decisions of the Charity Commission on the registration of charities.

Announcing the Government's response to the Deakin report, Mrs Bottomley took a sympathetic line towards charities when she addressed the Charity Directors' Network last month: "It is impossible to over-emphasise the importance of the voluntary sector in this country. There are over half a million voluntary organisations in the UK with an income of some £15 billion. Over half the adult population take part in voluntary activity each year, making a vital contribution to their communities."

The Deakin report proposed a "concordat" between Government and voluntary organisations. Mrs Bottomley replied: "I support the aim of encouraging good practice and better understanding of the roles and responsibilities of Government and voluntary organisations. However, the term 'concordat' seems to imply a more rigid relationship than is appropriate, given the diverse and dynamic nature of voluntary organisations."

The Charity Commission is to carry out a review of the

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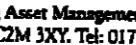
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Rodney Hobson discovers how charities are organising themselves to ensure a tighter hold on purse strings and greater efficiency

Charteries are flexing their financial muscles. Not only are those who hold the purse strings aiming for greater efficiency but they are also extracting better terms from suppliers and the banks.

Stephen Burgess at Help the Aged explains: "When I came into the sector I thought charity finance would be like commercial finance but there was a lot more involved."

"Unlike in the private sector, and even to some extent the public sector, you do not have customers demanding service and shareholders demanding returns on equity. Yet the public rightly demands that the money is well spent and the organisation is run efficiently."

Mr Burgess is chairman of the Charities Finance Directors Group. It was set up eight years ago by a handful of finance directors in major charities who got together one weekend to discuss a number of common issues. They found they could usefully

Watching the pennies and saving pounds

compare notes on financial control and management and work together to do a better job.

The group now has more than 600 members from over 500 charities. Mr Burgess says: "We are in the business of improving excellence in the financial management of charities. There are two parts: making sure the standards and guidelines of good financial management are in place and helping to make sure the individuals who apply those standards are properly trained and educated."

We work very closely with the Charity Commission, the Accounting Standards Board and the profession in the widest sense, and interpret standards in the appropriate way."

The group holds monthly meetings at the Institute of Chartered

Accountants' headquarters in Moorgate, London, where the focus is on educational issues. It has a number of sub groups using the expertise of members on specific topics and has help lines to give members free advice on matters such as VAT, tax, accounting standards, and investment.

Mr Burgess says: "Consistent with that, we have a role in promoting and advocating the importance of these issues so trustees and executives of charities understand the importance of recruiting the right sort of people."

The group has members from almost all the 100 biggest charities and from 50 per cent of the main grant-making charities. Although its members tend not to be from

the tiniest charities it does attract people responsible for organisations with turnovers of as little as £100,000 a year.

The scope for growth is considerable. Mr Burgess says: "We

grown by about 10 per cent each year and Mr Burgess expects this rate to accelerate as the group markets itself more aggressively."

He says that the benefits of the group are not confined to the 600 members. "The work that we do benefits the charity sector in the widest sense of the word. The work we do with bodies such as the Charity Commission and the Government benefits all charities. For example, we do a lot of work on reserves

guidelines." Charities have general reserves that support the long term well-being of the organisation and restricted funds that are effectively earmarked either by the donor or trustees for specific causes or recipients.

Just over two years ago Mr Burgess decided to go one step further and form the Charities Consortium, which was specifically targeted at helping charities to work together to get better commercial deals.

He says: "I am in my fourth year in the charities sector after a career in the commercial world. I found charities just weren't getting the proper leverage with suppliers.

Even larger charities were not

getting the level of discount and quality of service with suppliers and banks that I expected in the commercial world. Now the consortium has more than 20 members in the top 30 charities, all household names. We voluntarily compare notes on costs of supplies and on bank charges."

He says Help the Aged has

halved its bank charges in the past two to three years, primarily because of competition between banks. Other charities have done the same.

He says: "Longer term, we hope to provide information and benefits to smaller charities as well. The nature of the organisation is such that most of the benefits to be enjoyed are for larger charities working together but we might be able to make those same benefits available to smaller charities."

He points out that banks have been quite open in stating that they treat charities on a par with commercial organisations for business. The consortium is trying to regulate charges in the same way that commercial organisations might.

One example of this was inviting banks to tender for business. Some charity finance directors discovered that their own bank was prepared to offer concessions that the charity was not aware of.

Get set for deregulation

Rodney Hobson
on the new rules
governing what
fund managers
can invest in



A benefactress in 1879. Today, legacies still bring the top charities one third of their income

Charteries are facing their biggest shake-up since the 1961 Trustee Investments Act gave them greater freedom to invest their funds.

Decisions are expected early next year on two discussion papers put forward by the Government. The first, issued in early summer, proposed scrapping the 1961 Act and with it the rule that a proportion of charity funds must be invested in "narrow range" investments — those such as gilts that are considered ultra-safe but produce an income.

Last month the Government also proposed, in consultation with the Charity Commission, to alter the regulation covering common investment funds where smaller charities band together to cut costs and spread their portfolios.

The proposal is to structure

the common pools like authorised unit trusts, with a corporate trustee. The exemption from the Financial Services Act could also be removed.

Although it is now seen as restrictive, the 1961 Act in fact gave charity finance directors greater flexibility. It laid down that only 50 per cent of investments had to be in gilts

or equivalent safe investments. That figure was cut to 25 per cent in 1994.

The regulations were designed to ensure that donations were not wiped out by

investment losses.

Investment advisers might be expected to favour forcing trustees to seek advice — but in fact they agree this may be undesirable and unenforceable. They believe trustees will be inclined to seek advice anyway.

The discussion paper implied that if the 1961 Act is repealed, trustees will be required to exercise a reasonable degree of responsibility but not to seek advice on most investments.

"It might be unreasonable for smaller charities to pay for advice," says Ms Hamilton.

"Often there is someone close to the charity whom could consult."

The Government looks certain to make changes, provided there is still time with a general election looming. Some charities have already

got around the rules by gaining exemption from the Charity Commission or from their own governing body.

To get round the 1961 Act, many newer charities have been established with governing documents drawn up in such a way as to give them wider powers. The Government is expected to bring all charities into line.

Charities switching to new investments may have to consider the implications of "ethical investments". If, for instance, a charity devoted to helping cancer victims chose not to invest in tobacco companies, this would be lawful even if tobacco was an attractive investment in financial terms. However, a charity could not avoid tobacco companies simply because it was run by a non-smoker. It would be expected to choose its investments on financial grounds only, avoiding tobacco companies only if it felt they represented a poor risk.

"What trustees should always do is to act in the best financial interests of the charity," says Ms Hamilton. "What clouds the issue is that some trustees may have strong personal views. That is not a justification for making or avoiding certain investments."

Ethically responsible companies will probably do well in the future because they are already complying with the higher standards that are being enforced by law. They will not get caught out by legislation."

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CBI team puts ailing firms back on track

A COVENTRY production company with 18 employees has eliminated its overdraft within six months, pepped up its manufacturing processes and is set to increase turnover from £1.5 million to £6 million over five years (Sally Warrs writes).

NDE Clarke Transmissions is one of nearly 30 West Midlands firms benefiting from an initiative by two members of the regional Confederation of British Industry.

Alan Curtis, manufacturing director of Rover Group, and John Hudson, group chief executive of Wagon Industrial Holdings, saw that, by offering consultancy, leading manufacturers could enhance supply chain performance and hence regional competitiveness.

With other CBI manufacturing members they formed a steering group, contacted regional Business Links and, last autumn, started a successful pilot of company analysis and tailored programmes.

The result is the West Midlands Manufacturing Challenge, which has won £1.8 million over three years from the Department of Trade and Industry to transform the performance of 3,000 producers.

Twelve Business Links are recruiting manufacturing specialists, who will assess about 6,000 companies; at least 3,000 will carry out individual programmes to reduce working capital levels, improve quality and increase productivity, based on sales per employee.

Peter Edgington, managing director of NDE Clarke, says of the pilot: "Our adviser spoke our language and had wide knowledge of new techniques and machinery. New concepts were made understandable and achievable. We have introduced Cell-based manufacturing, which saves time, work and money, and have sold part of the business as a going concern, to concentrate on the core."

Another small firm was helped to eliminate its full facility overdraft of £100,000 in only five weeks.

"It's quite simple for a mentor company to come in and help—it's a question of knowing what you can do, and how," says Mark Bevan, managing director of Forms UK, print managers and one of 25 sponsor companies that include Rover, Wagon and Wyko. More will be added.

'Tis the season to be busy with toys and curiosities

By WIDGET FINN

Simon Harley



People will always want stocking-filler and party gifts, says Sid Templar of Hawkin by Post

MOST of the turnover of Sid and Diane Templar's mail order business is done in the hundred days before Christmas. Hawkin by Post sells stocking-filler and cheap and cheerful party toys. Mr Templar describes them as "curiosities that you thought had gone forever or never knew existed".

The current catalogue, containing old family favourites such as wooden marionettes, has been developed over 15 years. The first edition was designed to sell template clockwork models to adult collectors because they did not comply with regulations for safety standards in children's toys.

"We knew that there was a flourishing market for tin toys among collectors, but we couldn't sell them through the shop in case they were bought by or for children," said Mr Templar. "We then started including small toys from our suppliers and the toy side of the catalogue expanded."

Annual turnover for the first few years was well under £10,000, but while other small businesses had problems keeping afloat during the recession the national economic downturn contributed to the success of Hawkin by Post.

"Although people trade down in a recession and don't buy mountain bikes for their kids, they still want stocking-filler and cheap presents for their children's parties," says Mr Templar. Turnover has increased 20 per cent each year since 1990, and now tops the £1 million mark. Mr Templar cultivates an amateur approach to the business, claiming that it just goes

on growing with little encouragement. With two sons in their twenties now involved in the enterprise, he foresees a more dynamic expansion in the future.

The main headache in running a small business geared mainly to the Christmas market is coping with a temporary large increase in staff. For nine months of the year it is run by the Templars with a handful of helpers, but a large army of part-timers comes in from September onwards to help to send out the quarter-million catalogues and process 50,000 orders. Fortunately the temporary staff are

tolerant of the fairly primitive conditions they have to work in, Mr Templar claims.

"It would be impossible for a business of our size to provide streamlined facilities for employees which would only be used for 25 per cent of the year," he said. "So there is no canteen, barely enough loos, and the car park is a field. When it rains a Land Rover has to pull the cars out of the mud."

The company is based on a farm in the Suffolk countryside and draws on temporary workers from villages in a five-mile radius, mainly women with families and

teenagers for whom evening and weekend employment appeals.

Christmas work at Hawkin is a local tradition, according to Mr Templar, with people coming back year after year, then disappearing again after Christmas Eve.

"Because people are working here during the Christmas season the atmosphere is more like a party than a workplace. When you're selling jumping beans and yo-yos it's very difficult to take this sort of business seriously."

For a Hawkin by Post catalogue phone 01986 782558.

A family run bakery in Dorset that was struggling to survive six years ago has won the best small business award from Parceline.

Fudge's Bakery, run by brothers Stephen and Graham Fudge and their wives, Tina and Susanne, at Leigh, is now a thriving business supplying top London stores including Harrods, Harvey Nichols and Fortnum and Mason.

It was established in 1926 by Percy Fudge, grandfather of the present owner. By the 1980s supermarkets were beginning to erode the bakery's business, while the

village baker's mainstay, the farming community, was shrinking. By switching to top-quality outlets, the bakery has been able to increase the number of staff from seven to 25 and to treble turnover.

□ Red tape has become the second biggest problem for small businesses, overtaking cashflow, research and development, says the NatWest Small Business Research Trust. The survey

showed compliance costs were equivalent to a third of the taxes paid by small companies and almost half of those paid by unincorporated businesses.

The bank has also calculated from commissioned research that hundreds of thousands more could be employed in the sector if the first £5,000 of profits were tax-free, small companies' corporation tax was cut to 20 per cent, the VAT

Working from home can be hazardous to the health

By BRIAN COLLETT

BUSINESS owners operating from home should be aware of the poor working conditions they may be imposing on themselves.

Legislation coming into force on January 1 lays down office furniture standards and conditions for employers—but not for home-based businesses.

Sophie Chalmers, of *Home Run*, a home workers' magazine, said: "With no one to monitor how you work, and no boss for whom to sit up properly, home workers will continue to run a higher risk of back and neck strain."

In addition, domestic lighting is often unsuitable and kitchen tables, the wrong height for computers, while small tables can make users twist the neck and limbs.

Fellowes, a Yorkshire company making computer accessories such as glare filters and copy stands, says seats should have minimal cushioning, to discourage slumping.

ing, and should be the right height to keep the back straight. Thighs should be parallel to the floor, feet flat and forearms level with the keyboard. The wrists should not be bent to avoid repetitive strain injury. The advice is in *Ergonomics at Work*, a booklet covering the whole environment at home and in the office.

Richard Edwards, marketing manager at Fellowes, said the company is often asked for guidance on working conditions and runs ergonomics seminars.

Concerned home-based business owners should contact the Health and Safety Executive, which has a booklet for home office workers, said Stephen Jupp, a flexible working specialist.

Ergonomics at Work and Home Run factsheets on effective home working are obtainable free from 01292 644212.

Credit unions formed

By DAVID FANNING

SMALL businesses in Wales are to be offered access to capital and working funds at a favourable rate of interest and with much less trouble if the Wales Co-operative Centre's latest initiative develops as planned.

Business credit unions, open to members of local business groups and controlled and operated by small business owners, will make available low interest short-term loans of up to £10,000. These may be used for any genuine business

purpose, particularly for cashflow funding and venture capital. Simon Jones, chief executive of the WCC, said that a scheme in Cardiff is well on its way to being launched and another in West Wales is at the feasibility stage.

"Usually the answer to cashflow problems is an overdraft at onerous rates of interest," said Mr Jones. "The business comes more under the control of the bank. With the business credit union, you're dealing with other small businessmen."

□ The Crafts Council is marking its 25 years with an Objects of Our Time exhibition at its Islington headquarters on Thursday. The council has provided more than £2 million in grants to help craftspeople to set up studios.

□ The British Library Lloyds Bank Business Line, opened as a free information service in 1994, has had its 100,000th call. Mechanical fizzes for an advertising campaign and cattle gallstones have been among the strangest requests.

BUSINESS FOR SALE

WAREHOUSE North London. Freehold. 10,000 sq ft. 2000 sq ft office. 8000 sq ft warehouse. 200 sq ft retail. No. 1000 sq ft. £150,000. Tel 01984 461264.

WAREHOUSE Preston. Freehold. 15,000 sq ft. 10,000 sq ft warehouse. 5,000 sq ft office. 1,000 sq ft retail. Tel 01254 252020.

BUSINESS Transfer agency. Operating search over areas of the UK. Tel 01803 712611 24 hrs.

PROPERTY Maintenance co. maintenance working premises. Tel 01254 252020.

BUSINESS OPPORTUNITIES ABC - a brilliant concept no risk. ABC is a unique franchise worldwide. Full/next time. Call 0115 900263 24 hrs and 24 hrs.

BUSINESS OPPORTUNITIES ABC - a brilliant concept no risk. Tel 0115 900263 24 hrs and 24 hrs.

BUSINESS OPPORTUNITIES

A Building opp 2/3 A/4, 200,000 sq ft. 100,000 sq ft office. 100,000 sq ft warehouse. 200,000 sq ft. Tel 0115 943 9254. 24hrs

ABSOLUTELY General. Full time. Tel 01253 882562 (24 hrs)

ABC - a quick profit. Tel 01253 882562 (24 hrs)

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Court of Appeal

Law Report December 3 1996

Discrimination after dismissal lawful

Post Office v Adekeye
Before Lord Justice Hirst, Lord Justice Peter Gibson and Lord Justice Pill
Judgment November 13

Discrimination against an employee on racial grounds in the course of an appeal against dismissal was not unlawful under section 4(2) of the Race Relations Act 1976 since that section applied only to a person in employment.

A person making an internal appeal against dismissal was not an applicant for employment and any discrimination against her in the determination of the appeal was thus not subject to section 4(1).

The Court of Appeal so held, dismissing an appeal by Omolara Adekeye against an order of the Employment Appeal Tribunal (EAT) on February 23, 1995 (1995 ICR 540) allowing an appeal by her former employer, the Post Office, against an internal tribunal's acceptance of discrimination over her claim that she was subjected to unlawful racial discrimination in the determination of her appeal against dismissal.

Section 1 of the 1976 Act provides: "(a) A person discriminates against another . . . if — (a) on racial grounds he treats that other less favourably than he treats or would treat other persons . . ."

Section 4 provides:

"(1) It is unlawful for a person, in relation to employment by him at an establishment in Great Britain, to discriminate against another — (a) in the arrangements he makes for the purpose of determining

who should be offered the employment; or (b) the terms on which he offers that employment; or (c) by refusing or deliberately omitting to offer him that employment.

"(2) It is unlawful for a person, in the case of a person employed by him at an establishment in Great Britain, to discriminate against that employee — (a) in the terms of the employment which he affords him; or (b) in the way he affords him access to opportunities for promotion, transfer or training, or to any other benefits, facilities or services, or by refusing or deliberately omitting to afford him access to them; or (c) by dismissing him, or subjecting him to any other detriment."

Mr Robin Allen, QC and Mr Robin Kibling for the dismissed employee; Mr Richard Greening for the Post Office.

LORD JUSTICE PETER GIBSON said the appellant was summarily dismissed for misconduct from the job as a Post Office customer service officer which he had held for less than two years. She had utilised the internal appeal procedure but her appeal was dismissed.

She had complained of unfair treatment to an industrial tribunal, claiming that her appeal had been rejected on racial grounds whereas other workers' appeals had been allowed. The tribunal decided her application had been brought out of time and declined jurisdiction. That decision had been reversed by the Employment Appeal Tribunal (The Times March 23, 1995; 1995 ICR 404).

The first argument, his Lordship accepted that discrimination must occur, for example if an employee against a co-employee in respect of payment of wages in lieu of notice or bonuses, with impunity under the Act.

But Parliament had chosen not to make a person liable for every act of discrimination in the field of employment, but only for those which fell within the description of the Act.

It was important to bear in mind that it was the confirmation of the

case was remitted to the industrial tribunal, the Post Office took the point that she was not entitled to complain under section 4(2) of the 1976 Act because she was not an employee at the time of the act complained of. The tribunal decided that it none the less had jurisdiction to hear the case under section 4(6).

The Employment Appeal Tribunal held that she could not bring herself within section 4(2) as she was not a person employed at the time of the appeal hearing and determination and that section 4(7) was not intended to cover the position of a dismissed employee seeking reinstatement or re-employment.

Mr Allen had submitted on section 4(2) that the phrase "in the case of a person employed by him" covered both a person who at the time was so employed and a person who had been previously so employed and, alternatively, that the reference to dismissal in section 4(2)(c) included the determination of the appeal from the contrary to *J. Salbury plc v Savage* (1981 ICR 1).

Mr Allen had submitted that section 4(1) should be construed so that the master of an employment should be treated as an application for employment so that a decision to refuse the appeal was a decision refusing or deliberately omitting to offer him employment.

But such a construction would not accord with the ordinary meaning of the language of the subsection. The appellant was seeking not an offer which could be

accepted or refused but the reversal of a decision to dismiss.

Mr Allen had also submitted that article 5(1) of the Equal Treatment Directive (76/207/EEC) (OJ 1976 L 39, 94) imposed an obligation on the UK to ensure that there could be no discrimination between a man and a woman on an internal appeal against dismissal even if employment had ceased by the time of the hearing.

He submitted that the relevant sections of the Sex Discrimination Act 1975 should be construed in a way which complied with the directive, as should the 1976 Act.

That submission involved saying that although the 1976 Act, on its proper construction as a matter of law, did not protect a woman from discrimination in employment, it had done so by the 1975 directive which had no application whatever to the 1976 Act, none the less to achieve consistency with the 1975 Act to which the directive was relevant, the 1976 Act should be given a meaning which otherwise it could not bear.

His Lordship knew of no authority which compelled such an extraordinary result.

It was unsatisfactory that the 1976 Act did not extend to give a remedy to an employee pursuing an appeal against dismissal. But the appeal would be dismissed.

Lord Justice Pill and Lord Justice Hirst gave concurring judgments.

Solicitors: Anthony Gold, Lerman & Muirhead; Mrs Catherine Churhward, Croydon.

Provincial specialist firm gets paid more than local rate

Jones and Another v Secretary of State for Wales and Another
Before Mr Justice Buckley
Judgment October 24

Where a provincial firm of solicitors was more specialised than was the norm for the area, a taxation of costs made in relation to its work could be calculated at a higher hourly rate than the local norm. The fixing of local rates for taxation could be used in most cases but that should not be allowed to render taxation a formality by displacing the exercise of discretion in each case.

Mr Justice Buckley, sitting with Master Rogers and Mr C. B. E. Jaques as assessors, so held in the Queen's Bench Division, when allowing the appeal of the Secretary of State for Wales and Vale of Glamorgan Borough Council, to the extent of substituting a £100 hourly rate for one of £75, against the decision of Master Seager Berry of March 22, 1996 to uphold a taxation of costs regarding the charges of Pitmans, Reading, for their work for Anthony and Wil-

liam Jones in their successful appeal against the secretary of state and the council's determination of a planning application.

The solicitors were not an average provincial firm, being specialists in, *inter alia*, commercial and planning work. The majority of partners and nearly all the assistant solicitors had backgrounds with firms in the City.

Costs were taxed at the basic £65 an hour which was the rate adopted by Reading County Court. The amount was a flat rate taking into account of the different costs of work done by partners and assistant solicitors.

Mr Martin Farber for the secretary of state, Mr Stephen Lloyd for the solicitors, the borough council did not appear and was not represented.

MR JUSTICE BUCKLEY said that there were "odd" disadvantages in departing from the well-established rule that the hourly rate was to be calculated largely by reference to the local average and nothing his Lordship

said was intended to encourage such a departure in ordinary cases.

However, in a case such as this and providing the master was satisfied that the firm in question was clearly outside the range of local solicitors that went to make up the average rate, his Lordship could see nothing wrong in a higher rate. The higher rate would not be appropriate if the firm had engaged in a case which could reasonably have been handled by other local firms. The costs would not then have been reasonably incurred.

In this case the master decided that it would have been reasonable to instruct a London firm with the necessary expertise had Pitmans not been available in Reading.

In accordance with *Wright v Sheffield Forgemasters Ltd* (1996 1 WLR 617) London rates would then have been allowed on taxation. It would be odd and undesirable if the higher London rate could be recovered by a London firm but not a somewhat lower rate by Pitmans, for doing a case which otherwise would probably have to

be handled by a London firm. In principle, the master was correct to consider a higher rate than the one fixed by Reading County Court.

His Lordship's assessors were not satisfied that the firm was clearly outside the range of local solicitors that went to make up the average rate. His Lordship could see nothing wrong in a higher rate. The higher rate would not be appropriate if the firm had engaged in a case which could reasonably have been handled by other local firms. The costs would not then have been reasonably incurred.

In this case the master decided that it would have been reasonable to instruct a London firm with the necessary expertise had Pitmans not been available in Reading.

Finally, his Lordship was unhappy about the practice in certain county court and district registries of simply fixing a figure and applying it to all cases.

Quite apart from the fact that the £65 drew no distinction between a senior partner and an assistant solicitor, the practice did not amount to an exercise of discretion or judgment in a particular case

and might well not reflect a reasonable amount.

A taxing officer had to exercise his judgment. A local figure, if it was the result of sensible local research and discussion, might fairly be adopted in most cases, provided it was kept up to date. If, as his Lordship's assessors feared might be the case, the figure was imposed by the taxing officer without full discussion and agreement, it might well not reflect a reasonable amount.

Solicitors: Treasury Solicitor Pitmans, Reading.

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McGovern enjoys cracking good month of November



IN ASSOCIATION WITH



THE end of November brings two sets of winners in *The Times* Interactive Team Football game. Mr M. McGovern, of Liverpool, wins £1,000 for the monthly prize scoring 82 points over November with his team March Pass. The weekly prize of £250 has been won by Mr R. A. Tiri, of London, who scored 35 points last week with his team Inter Anna.

In the overall competition, John Hunt remains in front, eight points clear of the chasing pack. Mr Hunt now boasts six of his Taunton teams in the leading 25 selectors; the challenge, as he readily admits, is keeping them there. He had better beware: one of the Gohls, pipped at the post last year, is lurking in fifth position.

Mr Tiri's team is:

Goalkeeper
A Goram (Rangers)

Full backs
P Atherton (Sheffield Wed)
S Staunton (Aston Villa)

Central defenders
D Matteo (Liverpool)
R Scimeca (Aston Villa)

Midfield players
N Ardley (Wimbledon)
N Butt (Manchester Utd)
S Donnelly (Celtic)
B Laudrup (Rangers)

Strikers
P van Hooijdonk (Celtic)
I Rush (Leeds Utd)

Manager
J Kinnear (Wimbledon)



Two goals on Saturday for Bridges, of Sunderland, could lead to an extended run and a good haul of ITF points



If your team could be doing better, you can move into the transfer market to improve your fortunes. You can use the ITF transfer system which

allows you to change up to two players each week and to adjust your team if one of your players is actually transferred out of the FA Carling Premiership or Bell's Scottish League premier division.

You can make transfers only by telephone. Using a Touch-tone (DTMF) telephone (most push-button telephones with a * and a hash key are Touch-tone), call the 0891 866 966 line during the times given. From outside the United Kingdom, you must call 0044 990 200 668.

When making a transfer, you must ensure that the team does not contain more than two individuals (two players or one player and a manager) from the same club.

If you are lagging behind the leading team selectors, the transfer system will be an appealing option to you in the chase for the prizes — the overall £50,000, monthly £1,000 or weekly £250.

If you are lagging behind the leading team selectors, the transfer system will be an appealing option to you in the chase for the prizes — the overall £50,000, monthly £1,000 or weekly £250.

All Interactive Team Football transfer queries should be directed to 0171-757 7016. All other inquiries can be made on 01862 488 122.

HOW THE SCORING SYSTEM WORKS

All 1995-96 matches in the FA Carling Premiership, FA Cup, 1996 Scottish League and 1996 Scottish Cup from August 17 count for points. Penalty shoot-outs do not count. Points are decided in this way will count for managers.

POINTS SCORED

Goalkeeper	Striker	2pts
Keeps clean sheet*	3pts	Score goal
Scored goal	3pts	All players
Saves penalty	1pt	Appearance
Full back/Central defender	3pts	Scored hat-trick
Keeps clean sheet*	3pts	Manager
Scored goal	3pts	Team wins
Midfield player	3pts	Team draws
Keeps clean sheet*	1pt	1pt
Scored goal	2pts	Team loses

POINTS DEDUCTED

Goalkeeper	Booted	1pt
Concedes goal	2pts	Concedes penalty
Full back/Central defender	1pt	Misses penalty
Concedes goal	1pt	Scored own goal
All players	1pt	Manager
Scored goal	3pts	Team loses
Scored goal	3pts	1pt

* must have played for 75 minutes in the match
1 must have played for 45 minutes in the match

AN EXCLUSIVE COMPETITION

THE TIMES

100 VIDEOS WORTH £14.99 TO BE WON

The Times Interactive Team Football, in association with BBC Consumer Publishing, is giving ITF players the chance to win one of 100 *They Think It's All Over* — No Holds Barred videos in our exclusive competition.

This particular edition of the hit show contains entirely new material made exclusively for this release and has not been broadcast for television.

Hosted by Nick Hancock,

David Gover and Lee Hurst lock horns with Gary Lineker and Rory McGrath. Special guests are Olympic silver medal-winner Roger Black and *Men Behaving Badly*'s Neil Morrissey.

The first ten winners will receive a copy signed by the *They Think It's All Over* team.

The video costs £14.99 and is available from all major high street stores and video shops.



THIS SPECIAL EDITION WILL NEVER BE SEEN ON TV.

HOW TO ENTER

Send your answer to the question below on a card or the back of a sealed envelope, with your ITF PIN number, to: *The Times* ITF Video Competition, PO Box 8353, London SE1 7ZH. Winners will be selected at random from all correct entries received by first post Monday December 9, 1996. Normal *Times* Newspapers competition rules apply.

Q. On which TV channel does *They Think It's All Over* appear?

CHANGING TIMES

RIGHT TRANSFERS CAN MAKE YOU WIN ITF

Call 0891 866 966

If you make transfers only by telephone using a Touch-tone (DTMF) telephone (most push-button telephones with a * and a hash key are Touch-tone), call the 0891 866 966 line during the times given. From outside the United Kingdom, you must call 0044 990 200 668.

You may only make transfers in one team per telephone call. If you have entered two teams and want to make transfers in both, you must make two separate calls.

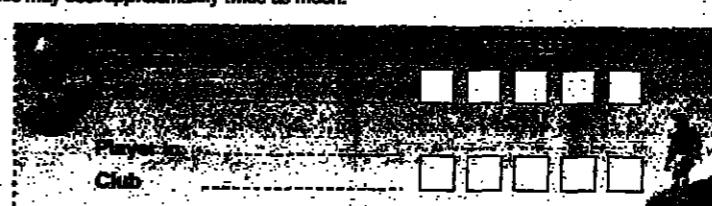
You may transfer two (but no more than two) individuals (two players or one player and a manager) during a transfer week. A player being transferred out must be replaced by one from the same category and you must make transfers to one team per telephone call. You may not transfer four individuals (four managers, two strikers and a manager). You must not exceed the £25 million budget and no more than two individuals from the same club. Incorrect transfers will be rejected and your team will remain in its previous form.

The transfer week runs from 00.01 on Tuesday to midnight the following Monday. Transfers made before noon each day will become effective immediately. Transfers made after noon will become effective for matches played after noon on the following day.

Your new player only starts to score points for you when his transfer is registered. The current score of the player transferred but remains part of your team score but he then ceases to score for you.

If a player or manager moves teams during the season, it may affect the composition of your team. You must adjust your team by using the transfer system to avoid missing out on points.

Calls will be charged at 45p per minute cheap rate, 50p per minute at other times. Calls made from public telephones may cost approximately twice as much.



THIS WEEK'S TRANSFERS

CUT

20803... Jason Keaneigh
32804... Jason Cundy
42802... Neil Heaney
52804... Francis Bennett

Derby County
Tottenham Hotspur
Southampton
Southampton

£0.25m
£0.50m
£1.00m
£0.25m

LOANED PLAYERS

D Wessel (Derby to Manchester City, two weeks); I Wright (Nottingham Forest to Reading, one week); R van der Laan (Derby to Wolverhampton, two weeks); R Foulds (Sheffield Wednesday to Birmingham, two weeks); S Dicks (Sheffield Wednesday to Bolton, two weeks); G Peacock (Derby to Queens Park Rangers, three weeks); M Sten (Chelsea to Stoke, three weeks); D Kerslake (Tottenham to Swindon, three weeks); T Coyle (Manchester United, four weeks); P Tedes (Southampton to Huddersfield, four weeks). Loan periods subject to fluctuation.

If your team could be doing better, you can move into the transfer market to improve your fortunes. You can use the ITF transfer system which

FIND OUT HOW YOUR TEAM IS DOING



Call the ITF checkline on 0891 864 643

Check your points total and your ranking. You need a Touch-tone (DTMF) telephone (most push-button telephones with a * and a hash key are Touch-tone) and your ten-digit selector's PIN. Calls made from public telephones may cost approximately twice as much.

Pos	Team	(Player's name)	Pts
1	John Hunt Taunton D	(J Hunt)	291
2	Sophie And Sam	(G Foster)	283
3	John Hunt Taunton H	(J Hunt)	279
4	Perry Robe	(B Goh)	275
5	John Hunt Taunton E	(J Hunt)	270
6	Jones Boys Three	(M Jones)	268
7	Scholes For Goals	(K Booth)	267
8	Storm For Goals	(P Mills)	266
9	Storm For Goals	(A Burton)	267
10	Skyforest	(A Lane)	266
11	Gangsters	(J Bradshaw)	264
12	Orville Classico	(R Newbold)	263
13	PJ Thistle	(K Farhali)	261
14	A2	(M Jones)	260
15	Jones Boys B	(P Ford)	259
16	Meat Machine	(J Staszekiewicz)	259
17	NST Monkstone	(V Cox)	259
18	Daggers	(A Pigg)	259
19	Riggy's Roarers	(P Dolan)	258
20	It's Not A' Ark	(J Goh)	258
21	Brain's Team	(J Howes)	257
22	John Hunt Taunton C	(J Hunt)	257
23	Inter The Stand	(M Ward)	256
24	Tulip's Tops	(D Tulip)	255
25	Raj Is Back To Kill	(R Goh)	255
26	John Hunt Taunton G	(J Hunt)	255
27	Raj Is Back To Kill	(R Goh)	254
28	Team C	(J Brown)	252
29	Nobby 4	(J Goh)	252
30	Raj Is Back To Kill	(R Goh)	251
31	Hot Red Devils	(G Foster)	251
32	AB	(M Corless)	250
33	Le Beaufesters	(A Boyland)	249
34	Nobby 5	(J Rosebuck)	248
35	Inter The Pub	(M Brown)	247
36	It's About Revenge C	(R Goh)	247
37	Beeston Celtic	(G McGovern)	247
38	Nobby	(J Brown)	247
39	The Dansters	(C C Vavers)	247
40	Beeston Utd 5	(M Larcombe)	246
41	A	(M Corless)	245
42	Dour Rangers 3	(I Clayton)	245
43	Redknapp's Rovers	(B Emerson)	245
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45	Raj Is Back To Kill	(R Goh)	244
46	Cheremonys Loyal	(B Fox)	244
47	Bob's Boys 2	(R Calder)	244
48	AB	(M Corless)	244
49	Le Beaufesters	(P McNeilly)	244
50	Nobby's Legmen	(J Swirles)	243
51	Polly's Pride	(J Swirles)	243
52	JS August Monthly 1	(A Lane)	243
53	Team A	(S A Goh)	243
54	God's Alabandore 2	(S Shrigley)	242
55	Set Against Cys	(P Turner)	242
56	Pin Up To Two	(M Jukes)	241
57	Akademie Villa	(P Brown)	241
58	Boys' Boys XI	(M Ward)	240
59	Inter The Waller	(N Goh)	240
60	Hove Rovers 3	(M Jackson)	240
61	Xpt. Missiles	(J Mullock)	239
62	FC Punks	(R Crook)	239
63	Bad Time Boys	(J Swirles)	239
64	JS August Monthly 2	(J Swirles)	239
65	Art's Allstars	(A Bengi)	239
66	Brownhous United	(G Weiss)	239</td

The ITF players, their points and their values if you are considering the transfer option

Code	Name	Team	Pos	Sp	Wk	Or
10101	M Watt	Aberdeen	1.50	0	-3	
10102	N Walker	Aberdeen	1.00	-5	+1	
10201	D Seaman	Arsenal	5.00	-0	+27	
10202	V Bartman	Arsenal	0.75	0	0	
10203	J Lukic	Arsenal	0.75	-1	-10	
10301	M Bosnich	Aston Villa	3.50	0	+1	
10302	M Oakes	Aston Villa	1.00	+5	+9	
10401	T Flowers	Blackburn Rovers	3.00	-4	-18	
10402	S Givens	Blackburn Rovers	2.00	0	0	
10501	G Marshall	Celtic	3.50	0	-1	
10601	D Kharine	Chelsea	2.50	-0	+10	
10602	K Hitchcock	Chelsea	2.00	-0	-20	
10701	S Corozoic	Coventry City	1.50	-3	-16	
10702	J Fifan	Coventry City	0.50	0	0	
10801	M Taylor	Derby County	1.00	0	0	
10802	R Hoult	Derby County	1.00	-1	-7	
10901	A Mizewell	Dundee United	0.50	0	+4	
10902	L Key	Dundee United	0.50	-1	-10	
11001	I Westwater	Dundee United	0.50	-1	-19	
11101	N Southall	Everton	2.50	-0	-6	
11103	G Gerrard	Everton	2.00	-3	-6	
11201	G Rousset	Hearts	2.00	-5	-1	
11301	J Leighton	Hibernian	1.50	+5	+4	
11401	D Lekovic	Kilmarnock	1.00	-5	-25	
11501	M Seeneey	Leeds United	1.50	-0	-1	
11502	P Evans	Leeds United	0.25	-0	-1	
11503	N Marthy	Leeds United	2.50	-0	-1	
11601	K Poole	Leicester City	1.00	-5	-6	
11603	K Keller	Leicester City	1.00	-5	-10	
11701	D James	Liverpool	5.00	-0	+8	
11702	A Warner	Liverpool	0.50	0	0	
11801	P Schmeichel	Manchester United	5.00	-1	-12	
11901	G van der Gouw	Manchester United	1.00	0	+5	
11902	G Smith	Middlesbrough	1.50	-1	-7	
12001	A Miller	Middlesbrough	1.50	-0	-23	
12101	S Howie	Motherwell	1.50	-3	-20	
12102	S Hislop	Newcastle United	4.00	-0	-3	
12201	P Smicer	Newcastle United	3.00	-3	-3	
12202	A Fattie	Nottingham Forest	2.50	-4	-28	
12203	T Wright	Nottingham Forest	0.75	-0	-3	
12301	S Thompson	Nottingham Forest	0.50	-0	-19	
12401	A Goram	Rangers	5.00	+5	+24	
12501	K Pressman	Sheffield Wednesday	2.00	-0	-1	
12601	D Beasant	Southampton	1.00	-5	-10	
12602	N Moss	Southampton	0.25	-0	+2	
12603	C Woods	Southampton	1.50	-3	-19	
12702	L Perez	Sunderland	0.50	-0	-8	
12801	A Colton	Sunderland	1.00	-0	-9	
12801	I Walker	Tottenham Hotspur	3.50	-0	+15	
12901	L Midtsoe	West Ham United	2.00	-5	-10	
12902	S Mautone	West Ham United	0.50	-0	+5	
13001	N Sullivan	Wimbledon	1.00	+5	+8	
13002	P Head	Wimbledon	1.00	0	0	



Rush scored his first goal for Leeds United on Sunday. But was it too late for too many ITF selectors?

Code	Name	Team	Pos	Sp	Wk	Or
20101	S McKinnie	Aberdeen	2.00	-2	+10	
20201	L Dixon	Arsenal	3.00	-1	-10	
20202	N Winterburn	Arsenal	3.00	0	+18	
20203	S Morrow	Arsenal	1.00	-1	-1	
20301	S Staunton	Aston Villa	9.00	-4	+17	
20302	A Wright	Aston Villa	3.00	-3	+20	
20303	G Charles	Aston Villa	2.50	0	0	
20304	P King	Aston Villa	0.25	-1	-7	
20305	F Nelson	Aston Villa	3.00	-4	+15	
20401	H Berg	Blackburn Rovers	3.00	-1	-3	
20402	G Le Seuz	Blackburn Rovers	3.00	-1	-2	
20403	J Kenne	Blackburn Rovers	1.50	-0	+2	
20404	G Crot	Blackburn Rovers	1.50	-0	-2	
20501	J McNamara	Celtic	3.00	-1	-7	
20502	T McKinlay	Celtic	3.00	-1	-10	
20602	D Petrescu	Chelsea	3.00	-1	-7	
20602	S Clarke	Chelsea	2.00	-1	+2	
20603	T Phelan	Chelsea	2.00	-0	-1	
20604	S Minto	Chelsea	1.00	-1	-4	
20701	D Burrows	Coventry City	1.50	-0	-1	
20702	B Burrows	Coventry City	1.00	-0	-4	
20704	M Hall	Coventry City	1.00	-0	-14	
20705	R Genua	Coventry City	1.50	-2	-2	
20801	C Powell	Derby County	1.50	-0	-5	
20802	D Yates	Derby County	1.00	-0	+2	
20803	J Kavanagh	Derby County	0.25	-0	-1	
20804	P Parker	Derby County	1.00	-0	-14	
20805	M Mapes	Dundee United	1.00	-1	-2	
20806	M Perry	Dundee United	0.50	-1	-12	
20807	N Duffy	Dundee United	0.50	-0	+3	
20808	C Miller	Dundee United	0.25	-0	-5	
21001	A Rod	Dundee United	0.25	-0	-6	
21002	M Hottiger	Everton	2.00	-1	-10	
21003	A Hinckliffe	Everton	1.50	-5	-9	
21004	B Jackson	Everton	1.00	-0	-1	
21005	G Locke	Hearts	2.00	-0	0	
21006	N Preston	Hearts	1.00	-3	-4	
21007	W Miller	Hibernian	1.00	-1	-1	
21008	F Rolling	Hibernian	1.00	-1	+16	
21009	G MacPherson	Hibernian	0.50	-0	-13	
21010	G Kelly	Leeds United	3.00	-10	+10	
21010	P Bradley	Leeds United	0.50	-0	-6	
21011	M Whittow	Leicester City	0.50	-0	-1	
21012	S Grayson	Leicester City	0.50	-1	-4	
21013	N Lewis	Leicester City	2.50	-2	-10	
21014	F Rolling	Leicester City	0.25	-0	-1	
21015	I Nolan	Leeds United	1.50	-0	-1	
21016	D Robertson	Leeds United	1.50	-0	-1	
21017	J Brown	Leeds United	2.00	-1	-1	
21018	T Brecker	Leeds United	0.50	-0	-1	
21019	M Scott	Sunderland	0.50	-1	-8	
21020	G Hall	Sunderland	0.25	-0	-1	
21021	D Austin	Tottenham Hotspur	2.00	-0	0	
21022	C Wilson	Tottenham Hotspur	1.00	-0	+20	
21023	J Edinburgh	Tottenham Hotspur	1.00	-0	-13	
21024	D Kerslaek	Tottenham Hotspur	0.50	-0	-1	
21025	S Carr	Tottenham Hotspur	1.00	-0	-1	
21026	J Tzvezanov	Nottingham Forest	4.00	-1	-11	
21027	D Lyttle	Nottingham Forest	2.00	-1	-3	
21028	A I Haaland	Nottingham Forest	2.00	-1	-10	
21029	N Jerkan	Nottingham Forest	0.75	-0	-1	
21030	P Sonar	Rangers	0.50	-0	-5	
21031	D Kirkwood	Rangers	2.50	-5	-9	
21032	S Charlton	Rangers	0.75	-1	-13	
21033	D Kubilek	Rangers	0.50	-0	-11	
21034	G Flitcroft	Rangers	0.50	-1	-12	
21035	C Blackmore	Rangers	0.50	-0	-1	
21036	S McMillan	Rangers	0.50	-1	-1	
21037	N Barton	Newcastle United	3.00	-0	-10	
21038	S Watson	Newcastle United	3.00	-0	+10	
21039	R Elliott	Newcastle United	2.50	-1	-1	
21040	J Beresford	Newcastle United	2.50	-0	-7	
21041	S Pearce	Nottingham Forest	4.00	-1	-1	
21042	D Lyttle	Nottingham Forest	2.00	-1	-3	
21043	A I Haaland	Nottingham Forest	2.			

NEWS

Driver dies in road rage stabbing

A young father has died after a passenger in a car he overtook stabbed him at least 15 times and slashed his throat at the end of a three-mile chase along unfilmed country lanes.

Lee Harvey, the fifth man to die this year as a result of road rage, was left bleeding from multiple wounds in the middle of the road as his attacker's car drove off. He died in the arms of his fiancée, who was slightly injured. Page 1

Sir Nicholas gives up drink

■ Sir Nicholas Scott, the Tory MP, rose at 6am yesterday to reveal in a series of radio and television interviews that he had given up drinking. The information, however, was aimed at wavering supporters in the Kensington and Chelsea Conservative Association rather than viewers of BBC breakfast television, and was part of a careful strategy. Page 1

Defiant Clarke

Kenneth Clarke set his face against changing the Cabinet's wait-and-see policy on the single currency amid indications that the Prime Minister might attempt to do so. Page 1

Bullying prosecution

Lawyers predicted a surge in legal actions over bullying at work after a solicitor's clerk won a landmark prosecution against his former employer. Page 1

Bigger lorries

A new generation of 44-tonne "super lorries," the largest ever seen on Britain's highways, could be allowed access to the main road network. Page 2

'Perfect' murder

A businessman boasted that his wife's disappearance had been a perfect murder, a court was told. Russell Causley was alleged to have said it was "better than an Agatha Christie murder". Page 3

Smiths court case

Songwriter Stephen Morrissey treated less well-known members of The Smiths as "mere session musicians as readily replaceable as parts of a lawnmower". The High Court was told. Page 5

Meningitis outbreak

Parents of the two teenage students who died in the meningitis outbreak at Cardiff University spoke of the pointlessness of their deaths. Page 6

Newscasters make the news

■ The BBC television presenter Moira Stuart became the latest celebrity newscaster to join the "great and good". Ian Taylor, the Science Minister, announced she had been appointed to the Human Genetics Advisory Committee. Last year Gillian Shephard, the Education Secretary, appointed ITN's Trevor McDonald to the Better English Campaign. Page 1



Russian designer Valentin Yudashkin acknowledges the applause after his show on the last day of Moscow Fashion Week

Freemasons accused

Freemason councillors have been censured by the Local Government Ombudsman in a report that discloses extensive links with the Conservative Party. Page 8

Art bequest threat

Sir Denis Mahon threatened to leave his collection of Italian baroque paintings to galleries in their native land if the Government failed to behave "in a civilised way" and meet his strict conditions. Page 9

Poor exam actions

Labour said that it would change the law to ensure that children could not sue if they got poor exam results. Page 9

Russian military row

A furious battle broke out in the Russian military's top ranks after General Igor Rodionov, the Defence Minister, accused one of his most senior officers of "dishonourable conduct". Page 11

Missing refugees

British troops on short notice to leave for Zaire have been stood down after a reconnaissance aircraft found no evidence of the reported 500,000-700,000 "missing" refugees. Page 12

German army's Jews

Volker Rühe, the German Defence Minister, opened an exhibition which tackles the Jewish contribution to the German and Prussian armies. Page 13

Racial Electronic Shares in Racial Electronic plunged 50p to 225p after a warning on profits brought on by a shortage of radio orders. Page 27

Richard Lines, the former chairman and founder of MTM, the speciality chemicals group now known as Meristem, has been convicted of false accounting and lying to investors. Page 27

Economy: The pound rose after the Abbey National raised its mortgage rates and business managers reported growth in production and new orders for the sixth consecutive month. Page 27

Markets: The FTSE fell 19.7 to 4038.3. Sterling rose to 94.45 after rising from \$1.6805 to \$1.6850 and DM2.5833 to DM2.5989. Page 30

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Sun rises 7.47 am Sun sets 3.54 pm

Moon rises 12.33 pm Moon sets 2.54 am

Last quarter today London 3.54 pm to 7.49 am

Bristol 4.04 pm to 7.58 am

Edinburgh 4.15 pm to 7.59 am

Manchester 3.52 pm to 8.07 am

Perth 4.22 pm to 8.04 am

Alaska 10.01 pm to 1.50 am

Argentina 10.01 pm to 1.50 am

Australia 10.01 pm to 1.50 am

Austria 10.01 pm to 1.50 am

Bahrain 10.01 pm to 1.50 am

Bangladesh 10.01 pm to 1.50 am

Barbados 10.01 pm to 1.50 am

Bhutan 10.01 pm to 1.50 am

Bolivia 10.01 pm to 1.50 am

Bosnia 10.01 pm to 1.50 am

Bulgaria 10.01 pm to 1.50 am

Burkina Faso 10.01 pm to 1.50 am

Burundi 10.01 pm to 1.50 am

Cambodia 10.01 pm to 1.50 am

Cameroon 10.01 pm to 1.50 am

Canada 10.01 pm to 1.50 am

Chad 10.01 pm to 1.50 am

Chile 10.01 pm to 1.50 am

China 10.01 pm to 1.50 am

Croatia 10.01 pm to 1.50 am

Cuba 10.01 pm to 1.50 am

Cyprus 10.01 pm to 1.50 am

Côte d'Ivoire 10.01 pm to 1.50 am

Croatia 10.01 pm to 1.50 am

C

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and freedom
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on why he can't
explain his art
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Zimbabwe left to
puzzle England
selectors' hiccup
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BUSINESS EDITOR Lindsay Cook

TUESDAY DECEMBER 3 1996

Exporters squeezed as pound hits 3-year high

By JANET BUSH
ECONOMICS CORRESPONDENT

STERLING jumped to its highest level against the mark for nearly three years even as the first evidence emerged that British manufacturers are beginning to suffer from the pound's strength.

The pound gained more than 1½ pence to hit a high of DM2.6002, its best level since February 1994. It also appreciated about half a cent against the dollar, nearly reaching peak levels last seen in October 1992 just after sterling was forced to leave the European exchange-rate mechanism. On its effective index against a basket of currencies, the pound closed sharply higher at 94.5 from

94.0 on Friday. Reports that the pound is starting to affect exports negatively — but also exert a useful downward pressure on prices — came from the Chartered Institute of Purchasing & Supply, which released its latest purchasing managers' survey.

Overall, the survey showed manufacturing industry expanding for the sixth month running, but recovery remains slow. Output grew in November, but the rate of growth was down slightly. The Purchasing Managers' Index fell to 54.4 from 54.5 in October.

Orders accelerated, driven by stronger demand for consumer goods and components. Export orders continued to grow, but the institute said sterling's was reported to have reduced some sales.

The institute said: "The survey found evidence that the recent rise of sterling has had an impact on new orders from overseas. However, any fall in overseas demand was easily outweighed by the healthy state of orders from domestic markets, with con-

sumers still very much at the forefront of growth."

Encouragingly, the pound affected prices paid for raw materials. Prices, which had shown signs of picking up between August

and October, fell again in November. "The recent increase in deflationary pressures was almost entirely a result of the stronger pound making imported inputs cheaper in sterling terms," the institute said.

At the margin, yesterday's survey may help the Chancellor to fend off any Bank of England demands for higher base rates at the next monetary meeting on December 11. However, the Bank was also given ammunition with yesterday's news of rapid growth in M0 narrow money supply in November.

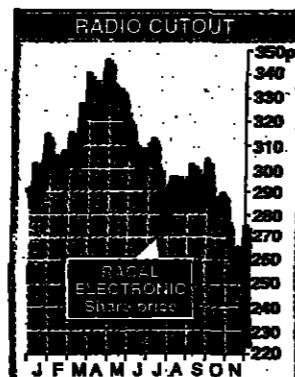
The Bank said M0 grew by a seasonally adjusted 7.5 per cent in November, which equals this year's peak growth rates in June and August and is the highest since December 1988. Although the relationship

between M0 and retail sales has not been close in recent years, it will still be taken as a warning of a pick-up in consumer spending.

Sterling's strength was not the only highlight in the foreign exchanges. The dollar jumped to six-week highs against the mark, profiting from a strong American purchasing managers' survey as well as comments by Omar Issing, Bundesbank chief economist. He said investors may well switch to dollar assets at the onset of European monetary union. Both the dollar and sterling have profited from weakness in the mark and other currencies expected to join a single currency. The dollar ended in Europe at about DM1.5437 compared with DM1.5320 late on Friday.

Racal shares in £150m slide after warning

By ERIC REGULY



A PROFITS warning from Racal, the defence electronics and communications group, yesterday triggered one of the biggest single-day declines of a top Stock Exchange company.

The shares fell by 18 per cent, wiping almost £150 million off Racal's market value, and City analysts gave a warning that the worst may not be over.

The shares broke through their year low of 25p to close at 25p, down 50p, after Racal said that its radio division, one of its largest businesses, would report operating losses in the second half of the year. The downturn, it said, would slice £20 million from the company's pre-tax profits for the full year.

The warning came five months after David Elsbury, chief executive, and Sir Ernest Harrison, the chairman, assured the City that pre-tax profits in the year to March 31 would exceed last year's £70.4-million return.

James Heal, an analyst at Hoare Govett, now expects pre-tax profits of £45.5 million, including exceptional charges, in 1996-97, against his previous forecast of £65.5 million.

Although sales in the radio division, which makes military communications equipment such as combat radios, have been on the wane, Racal said that it did not realise the full scope of the downturn until a board meeting held last Friday. As a result, it decided to release its interim results today instead of on Thursday. Mr Elsbury said that it was "not logically possible" to release them yesterday.

Racal said that it expects to report interim pre-tax profits of £21 million, including exceptional charges, against £30.1 million in the same period a year ago.

The radio division is suffering because more competitors are chasing fewer contracts. It relies almost entirely on defence forces around the world for orders. Three expected orders — from Latin America, the Middle East and Britain — have failed to come through.

Mike Styles, an analyst of Credit Lyonnais Laing, said: "They've been fighting against the French and Americans for

division cap several months of bad news. In June, Racal announced that it would take an exceptional £20 million charge to restructure its ailing data products business, which manufactures modems and other types of communications and access equipment.

A cost-reduction programme was put in place and two factories — one in Britain, the other in Italy — were closed. Racal said that a turnaround is now in place, with the data products business expected to generate "modest" profits in the second half.

In the autumn, British Telecom emerged as the winner to replace the British Armed Forces' telecoms system. Racal, the only other bidder, had expected to win the £1 billion contract. As the company's misfortunes increased, City brokerage firms downgraded their earnings forecasts.

Mr Heal, of Hoare Govett, thought the shares at 25p are not low enough to reflect the uncertainties that Racal faces. "I'm still cautious at this level," he said. Some analysts think the shares could fall further, to 20p, before a recovery takes place.

SELLING THE DIVISION HAS NOT BEEN RULED OUT, HE ADDED.

The problems in the radio



Sir Ernest Harrison, Racal chairman, warned of operating losses in its radio division

By JON ASHWORTH

GERALD RATNER, who revolutionised the British jewellery trade, is opening a fitness centre in Henley-on-Thames — his most visible venture since an ill-fated venture four years ago prompted a change of career.

Mr Ratner, 47, has teamed up with Tony Colborne, a Henley businessman, to launch The Workshop, the first in a possible string of fitness clubs. It is due to open next Easter, luring local high-rollers with virtual reality bicycles and other futuristic treats. Membership costs £50 a month, with a £200 joining fee.

Where other businessmen dream up winning ideas in the bath, Mr Ratner has gone one better. With time on his hands after leaving Ratners, he started going to the gym, and liked exercising so much that he decided to make a career of it. "I feel much better for it," he said, speaking

from his home at Bray, along the river from Henley. "I have an enormous amount of energy, and feel in a good frame of mind." He works out three times a week using a personal trainer.

Mr Ratner felt that Henley was lacking in gyms, and set about tailor-making his own venue. Work has started on a 15,000 sq ft site, half a mile from Henley's high street, and 15 minutes from his own door. Mr Ratner and his partner have invested "a few million pounds" in the venture.

Patrons will enjoy the use of virtual reality cycling machines, which will create the impression of racing against other cyclists. Less competitive sorts will be able to cycle off "down the street" — much more interesting than staring at a blank wall. Considerable sums are being invested in multi-media televisions.

Mr Ratner intends to cut a visible

figure at The Workshop. He said: "It will allow me to mix business with pleasure, and chat to people, and make sure everything is running smoothly." Leaving Ratners was perhaps a blessing. "I don't want to get back to working seven days a week. I'm not in so much of a hurry these days."

Working out has clearly done wonders for Mr Ratner, who has avoided the limelight since leaving Ratners, now Signet, in November 1992. Fitness aside, he is advising on the factory-style shopping outlet at Tobacco Dock in east London and has applied for permission to open a multiplex cinema at the site.

In a return to the territory he knows best, he has also signed up as a consultant to a nationwide jewellery chain — in France. He will pick his words with care.

Lines found guilty of lying to investors

By JON ASHWORTH

THE former chairman and founder of MTM, the specialty chemicals group now known as Meristem, has been convicted of false accounting and lying to investors, at the conclusion of a five-month trial. Richard Lines, 60, was found guilty on three counts at the Old Bailey. His former finance director, Thomas Baxter, 45, was convicted on two counts, but acquitted on a third.

Sentencing is expected before Christmas. The case, brought by the Serious Fraud Office in conjunction with the North Yorkshire Police fraud squad, was triggered by a collapse in the MTM share price in March 1992. Investors, including pension funds and City institutions, suffered losses of £250 million.

Lines was convicted on two counts of false accounting, and one count of making misleading, false or deceptive statements. Baxter was convicted on one count of false accounting, and one count of making misleading, false or deceptive statements. He was acquitted on a further count of false accounting.

The jury had been told that Lines and Baxter "cooked the books" of MTM to make it appear more profitable than it was. Lines profited handsomely, selling shares worth £3 million in 1991, and using some of the money to buy a farm worth £1.8 million in North Yorkshire. He also owns a home in Cleveland which has a swimming pool and stable.

Lines was accused of making a series of false announcements about MTM's profitability, taking advantage of the buoyant share price to sell shares, and to fund the acquisition, in 1990, of Hardwick Chemicals. He was described by the prosecution as a "forceful" man who had "a clear and determined view of the direction in which he wanted to steer the business". He founded MTM after 11 years with ICI, and previously spent 15 years in the Royal Navy.

Sir John Harvey-Jones, former chairman of ICI, appeared as a character witness at his trial. Mather came to a head after BDO Binder Hamlyn, the company's auditor, refused to sign off the accounts. Lines and Baxter were charged in December 1994.

BUSINESS TODAY

STOCK MARKET SERVICES		
FTSE 100	4,094.00	(-19.5)
Yield	2.85%	
FTSE All share	1,976.98	(-8.28)
Nikkei	2,057.88	(-34.57)
New York	6,086.31	(-95.40)
Dax	1,191.88	(-75.98)
S&P Composite	752.98	(-4.04)

US-RATE		
Federal Funds	5.50%	(5.50%)
Long Bond	101.75	(101.75)
Yield	8.38%	(8.37%)

LONDON MONEY		
3-month Interbank	67.9%	(67.9%)
Life long gilt future (Dec)	112	(112)

STERLING		
New York	1.6837	(1.6823)
London	1.5847	(1.5803)
DM	2.5298	(2.5282)
FFR	8.8777	(8.7765)
SPF	1.2149	(1.2130)
Yen	121.88	(121.21)
S Index	94.5	(94.0)

\$\$ 55.500000
1.68370000

London

DM 1.5408 (1.5375)

FFR 5.2350 (5.2250)

SPF 1.2149 (1.2030)

Yen 121.88 (121.21)

97.5 (97.5)

Tokyo close Yen 113.85

London close ... \$371.06 (\$371.50)

* denotes midday trading price

Halifax resisting Abbey's rate rise

By CAROLINE MERRELL

THE HALIFAX, Britain's biggest building society, is resisting pressure to follow Abbey National and lift its loan rate.

It is holding rates at 6.99 per cent, in spite of the move yesterday by its biggest rival to lift loan rates by a quarter percentage point. The Coventry and the Northern Rock also announced increases, bringing to five the lenders that have put up rates in response to the base rate rise six weeks ago. Then, many lenders said that they would not lift rates for fear of damaging the housing market recovery. Most now say they are reviewing their rates.

Many societies expect the Government to increase base rates by another quarter point next week after it meets the Bank of England.

Abbey National's rise means that its 1.6 million borrowers with mortgages of up to £60,000 will pay 7.29 per cent. Those with loans exceeding £60,000 will pay 7.24 per cent. Repayments on a £10,000 loan will now be £339 a month — up £7.

Abbey said that it has raised its rates to offer 12 million savers better deals. It plans to lift savings rates by up to a quarter point this week.

The Northern Rock raised rates for new borrowers by a half point, to 7.49 per cent. The Coventry lifted its rate to 7.25 per cent, from 6.99 per cent.

The Halifax House Price Index today indicates

Top firms elect fewer women directors

By PHILIP BASSETT, INDUSTRIAL EDITOR

FEWER women are being elected to the boards of Britain's biggest companies, even in businesses overtly favourable to women, the leading organisation for women in business has acknowledged.

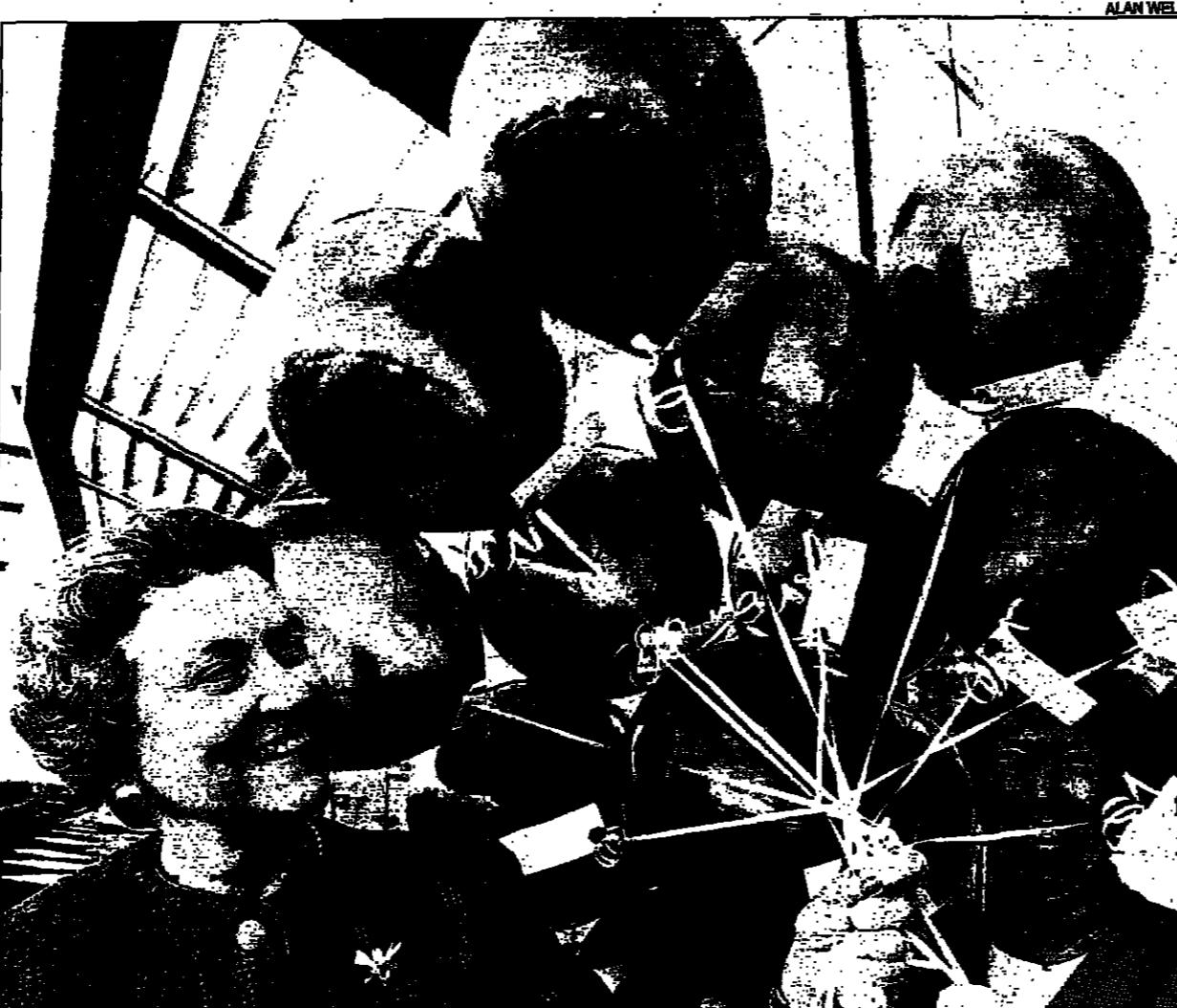
The fall is a blow to leaders of the Opportunity 2000, Business in the Community campaign, which yesterday marked the fifth anniversary of its launch by the Prime Minister.

Campaign leaders acknowledged that even in organisations that are members of the Opportunity 2000 initiative the proportion of women directors fell in 1996, from 16 per cent to 11 per cent. But they said this followed a doubling of the level in the 12 months to October.

Offer relents to phase in power switch

THE electricity industry regulator has bowed to pressure from electricity companies by agreeing to phase in competition for the household supply of electricity from April 1998 (Eric Reguly).

Professor Stephen Littlechild had suggested the industry was dragging its heels. The regional electricity companies said it would be difficult to enable all the country's 20 million households to choose their supplier by next April. Under Offer's new proposals, competition will begin on the same date but will be limited to an equivalent 10 per cent of total households. The second phase, covering an additional 35 million customers, will begin two months later, while the third will begin at the end of July.



Lady Howe, left, chairman of Opportunity 2000, and Liz Bargh, director, publicising the campaign yesterday

Civil servants' leaders vote for MSF merger

By OUR INDUSTRIAL EDITOR

BRITAIN'S main white-collar trade union for private-sector employees looks set to expand extensively into the public sector after leaders of the professional civil servants' union voted for a merger.

The move could be one of the most significant trade union mergers in recent years. It could run into considerable opposition from the membership of the civil servants' union, from other unions in the Civil Service and from the Government.

Leaders of the Institution of Professionals, Managers and Specialists, which represents more than 70,000 professional staff in the Civil Service and privatised concerns, decided at the weekend to seek a full merger with the Manufacturing, Science and Finance union, which represents more

than half a million general technical staff.

After failing to draw together a range of smaller white-collar unions into a full federation, the IPMS had been examining merger proposals from a number of unions.

At a special meeting of the union's executive in Eastbourne, the leadership voted 15-5 for MSF, and against merging with the FTC civil servants' union. Five others voted for the status quo.

Some activists in the non-political IPMS will oppose a merger with the MSF, which has roots in hard-left union activism, though the union has, in recent years, taken a much more mainstream line under Roger Lyons, its general secretary. Any merger would have to be approved by a ballot of IPMS members.

Other unions organising in

Investors back Emap expulsion of directors

By OLIVER AUGUST AND FRANK LE DUC

EMAP shareholders have voted two rebel non-executive directors off the board by a 9-1 majority after months of dispute over changes in the articles of association.

Sir John Hoskyns, chairman, said that he could no longer work with Joe Cooke and Ken Simmonds because the mutual trust between them had broken down since the annual meeting in July, when the two directors voted against a rule change that allows the board to remove directors by a 75 per cent majority vote.

Sir John told a special meeting that there were no immediate plans to replace Mr Cooke and Mr Simmonds, but people would be interviewed with a view to replacing other non-executive directors due to stand down next year.

Several institutional investors that backed the removal are understood to have done so on condition that Mr Cooke and Mr Simmonds be replaced. Sir John said he would prefer non-executive directors to be reduced by two permanently. Sir John had assured shareholders in July that the new rules were not being introduced to remove the rebels, but after further clashes, the board excluded the rebels and then moved to expel them.

Mr Cooke, who called for Sir John's resignation, suggested that the changes had been instigated by Robin Miller, chief executive.

Young buys Madison

H YOUNG, the marketing and distribution group, has agreed to buy Madison, the bicycle parts distributor, for £5.6 million in cash and shares. The company, which last made an acquisition two years ago, is funding the deal with a £5.7 million placing and open offer, and the rest through borrowings. In the year to September 30, Young's pre-tax profits were £2.62 million (£2.01 million) with earnings of 11.6p a share (8.6p). A final dividend of 2.9p makes a total of 4.2p (3.9p) and is due January 31.

BTP warning on pound

BTP, the specialty chemicals company, gave warning yesterday that the strength of sterling could wipe up to £2 million from its profit by the end of the year. But Stephen Harram, chief executive, said the loss would be on paper. BTP, which earns 70 per cent of its profits from overseas, returned pre-tax profits 13 per cent ahead, at £23.7 million, for the six months to September 30. Earnings were 9.91p (9.07p); an interim dividend of 4.05p (3.85p) is due on February 10. The shares fell 7p yesterday, to 305½p.

Kenwood bid backing

THE UK Active Value Fund, holder of a 9 per cent stake in Kenwood, stepped up its pressure on the household appliance company's management yesterday, urging its board to give proper consideration to a reported informal bid approach by Pifco, a fellow manufacturer of domestic appliances. Kenwood shares rose 13p to 233½p yesterday. The company is due to report half-year results today. Kenwood is currently capitalised at around £107 million.

Acal interim higher

ACAL, the electronics company, increased pre-tax profits to £4.65 million from £4.45 million in the six months to September 30. Earnings per share rose to 14.2p from 13.5p and the interim dividend was lifted from 2.75p to 3.16p. John Curry, chairman, said Acal's traditional agency business in electronic components, systems and industrial controls saw sales and profit growth in the first half. The PC parts unit performed unsatisfactorily, but problems had now been resolved.

Croda profits ahead

CRODA INTERNATIONAL, the chemicals company, said provisional figures for the third quarter showed a 35 per cent rise in pre-tax profits of sales that were 9 per cent higher. It said demand levels and new products gave the company optimism but that sterling's strength could threaten export margins. Michael Valentine, chairman, said improving demand and new products gave grounds for optimism but that if the current rates of exchange of sterling persisted, they would reduce export margins. The shares were unchanged at 336p.

Have you calculated the real cost of airline loyalty schemes to your company?

travelling executives were choosing flights which earned maximum points rather than sticking to airlines offering the most economic flights

The Financial Times 7/10/96 (from MORI survey)

TOURIST RATES

	Bank Rate	Bank Rate
Australia S	2.15	1.89
Austria Sch	19.20	17.70
Belgium Fr	56.50	51.15
Canada \$	2.57	2.45
Cyprus Cyp	0.815	0.780
Denmark Kr	10.49	9.89
Egypt £	1.35	1.25
France Fr	8.18	8.53
Germany DM	2.74	2.53
Greece Dr	4.24	3.89
Hong Kong \$	10.24	12.39
Iceland Kr	1.20	1.00
Ireland £	1.05	0.97
Israel Shek	5.77	5.12
Italy Lira	226.50	200.00
Japan Yen	224.50	198.00
Malta	0.944	0.939
Netherlands Gld	3.054	2.804
New Zealand \$	2.51	2.29
Norway Kr	11.15	10.00
Portugal Esc	272.00	252.50
S Africa R	8.82	7.92
Spain Pes	226.50	212.20
Sweden Kr	11.33	10.50
Switzerland Fr	2.33	2.18
Turkey Lira	179.00	167.00
USA \$	1.779	1.649

Rates for small denominations bank notes and bank supplied travellers' cheques. Rates as at close of trading yesterday.

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Lenders bet on no immediate rate rise Buyers circle around Freemans Order gap clobbers electronics shares

TIME was when, on moving house, you could expect the estate agents to lie through their teeth, your vendor to swindle you and your fellow purchasers to gazzump. But at least you could rely on your dull, slow, safe old building society.

No more, it seems. As the building societies become banks, so does their behaviour seem more — well, bank-like, and that is not intended as a compliment. Abbey National was painting its quarter-point rise as a bid to help starving investors, who in a low-inflation environment have had to put up with lousy returns on their savings. If a few million mortgage-holders have to pay more to correct this, then fair's fair.

Except that the Abbey's rise, and those of the other lenders that followed it, is more to do with widening margins and raising profits, because while home owners have to pay an extra quarter point on their mortgages, investors see average rises of 0.11 per cent, on the new rates to be announced on Thursday. The bank keeps the difference.

There is also an unreality about the quoted mortgage rates, because of the proliferation of special packages, low-start mortgages, cash-back offers and other gimmicks used to attract new borrowers. This means that those people moving house, or

Truths shrouded by Abbey habit

prepared to move their loans, are being subsidised by those staying put, in their homes or at their existing lenders. So much for loyalty — the lenders now make their profits out of consumer ignorance and inertia.

Still, let us try to be positive. The move by the Abbey and its rivals suggests that the next rise in base rates may be some way off. The Halifax will certainly follow suit after the next meeting between Chancellor and Bank Governor a week tomorrow. The Abbey is assuming that the Chancellor will hold off from a further base rate rise; his Budget performance makes this a virtual certainty. Sensible City analysts, those not rushing around waiting for the sky to fall, expect a further quarter point on rates early in the spring, after the next inflation report, the first estimate of this quarter's GDP and some indication how Christmas retail sales went.

This will not damage the housing market, or threaten any reversal of the price rises so far and the 7 per cent rise for this year that the Halifax is shooting for today. Politically, mortgage

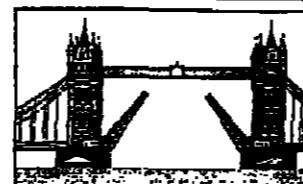
rates cannot rise too far before the election, because this would threaten the spring home-selling season and what "feel-good" factor there is around.

Come the election, and interest rates will have to rise. This is not meant as a party-political point, but they will rise fastest under a Labour Government determined to demonstrate its fiscal responsibility by heeding advice from the Bank to raise them. Base rates have not been in double figures since 1992, and it would require a mismanagement of the economy beyond the abilities of the two main contenders to push them back there again.

Catalogue of aspirations

WELL-LEAKED reports of the auction for the Freemans mail order business, which could be under new ownership by Christmas, coincide with a study of why anyone should want to be in mail order in the first place, a business with a peculiar inability to shake off a cheap and tatty image despite heavy investment

PENNINGTON



Home shopping should have been one of the success stories of the 1990s. Those with money work longer hours, while retail innovations such as loyalty cards and proposed moves into banking throw up exactly the kind of consumer data needed by mail order operators to identify the right customers. Such "narrow-casting" is the key to home shopping, so saving on production and posting costs.

As Corporate Intelligence on Retailing, the specialist consultancy, says: "While the 1,000-page agency catalogues are often compared to department stores, there is still no equivalent of Harrods or Harvey Nichols in the mail order world." Mail order sales are being outpaced

by other forms of retailing, and the industry has to replace its traditional downmarket consumer base with more prosperous customers.

The consultancy says one way forward is collaboration between high street retailers and mail order companies. If so, then the traffic is currently in the other direction. The most likely purchasers for Freemans, from Liam Strong's troubled Sears, are Littlewoods and Germany's Otto Versand, already involved in downmarket mail order. By contrast, consider the widely-rumoured entry into home shopping by Marks & Spencer, and the potential of a clothing catalogue with the same customer loyalty M&S already enjoys.

Racal's fickle finger...

THERE is something distinctly odd, at first glance, about Racal Electronic's profit warning yesterday. On second glance, and all subsequent readings, too. Or perhaps it is just that fickle finger of fate, because Racal

coincide with yesterday's warning, so allowing the City to ask all the necessary questions, the company could only wince on about logistics.

The share price says it all. Racal shares are now below where they started the year, after a hefty jump in early summer. The company has since lost out on one big military contract, and another has been deferred. With such a lumpy orders performance, an erratic share price is the least investors can expect.

Judgment of peers

FAMILIARITY evidently breeds contempt for the Keswick family's Jardine Matheson octopus, whose oriental achievements impressed from afar for so long. In 1995, Trafalgar House, the most prominent British tentacle, was voted, in *Management Today*, the company least admired by its peers in rival boardrooms. After Trafalgar's rescue takeover by Kvaerner, the 260th and bottom spot inevitably went to Eurotunnel. How could it be otherwise? At 259, however, lurks Kwik Save, the fast-shrinking downmarket retailer that was supposed to be the other British jewel in the Keswick's crown. Only that same Liam Strong, at Sears, down from 131 to 257, is seriously trying to spare their blushes.

S&N's 26% rise cheers the brewers

BY ALASDAIR MURRAY

BREWING shares leapt yesterday after Scottish & Newcastle unveiled a sparkling half-year performance.

The company reported a 26 per cent rise in pre-tax interim profits, to £195 million, well above City expectations. Turnover rose by 24 per cent, to £1.66 billion.

S&N shares rose 11p, to 650p, as analysts upgraded full-year profit forecasts by about £10 million, to £380 million. Other brewers gained from S&N's confident outlook, with Whitbread rising 21p, to a new high of 769p, and Bass up 3p, to 7861p.

S&N increased profits in its brewing division by 67 per cent, to £90 million, including the first full six months from Courage. The company said that it suffered a small fall in total volumes, but a better mix had improved margins. John Smith's, its main bitter brand, increased sales by 17 per cent. Volumes of Kronenbourg, the

premium lager brand, rose 13 per cent.

Profits in the retail division rose 12 per cent, to £75 million, boosted by a 13 per cent rise in food sales. The company, which owns brands such as Rat & Parrot, Barra's & Co and Chef & Brewer — added 160 new branded pubs during the period to a managed house estate now totalling 1,900.

Brian Stewart, chief executive, said that S&N was looking to add 150 Chef & Brewers over the next two years to improve food takings further.

Leisure division profits fell 11 per cent, to £45 million. The company blamed £2 million of exceptional costs incurred after restructuring of Center Parc operations combined with negative currency movements. S&N said that trading on the Continent remained slow.

A 7.21p interim payout, up 10 per cent, is due on February 7.

Tempus, page 30

Troubled Wickes set to launch £50m call

WICKES, the builders' merchant whose former senior managers are under investigation by the Serious Fraud Office, is expected to launch the prospectus for a £50 million rights issue late next week (Sarah Cunningham writes).

The company was earlier expected to try to raise about £30 million, but has since realised that it needs more cash to plug the gap left by three years of profit overstatement. The

recapitalisation will allow trading in its shares, suspended in June after accounting irregularities were uncovered, to resume in January.

In October, after an investigation by accountants and solicitors, Wickes disclosed that, in the three years to the end of 1995, it had overstated profits by £51 million. It said there had been "deliberate misrepresentation" of rebate arrangements with suppliers.

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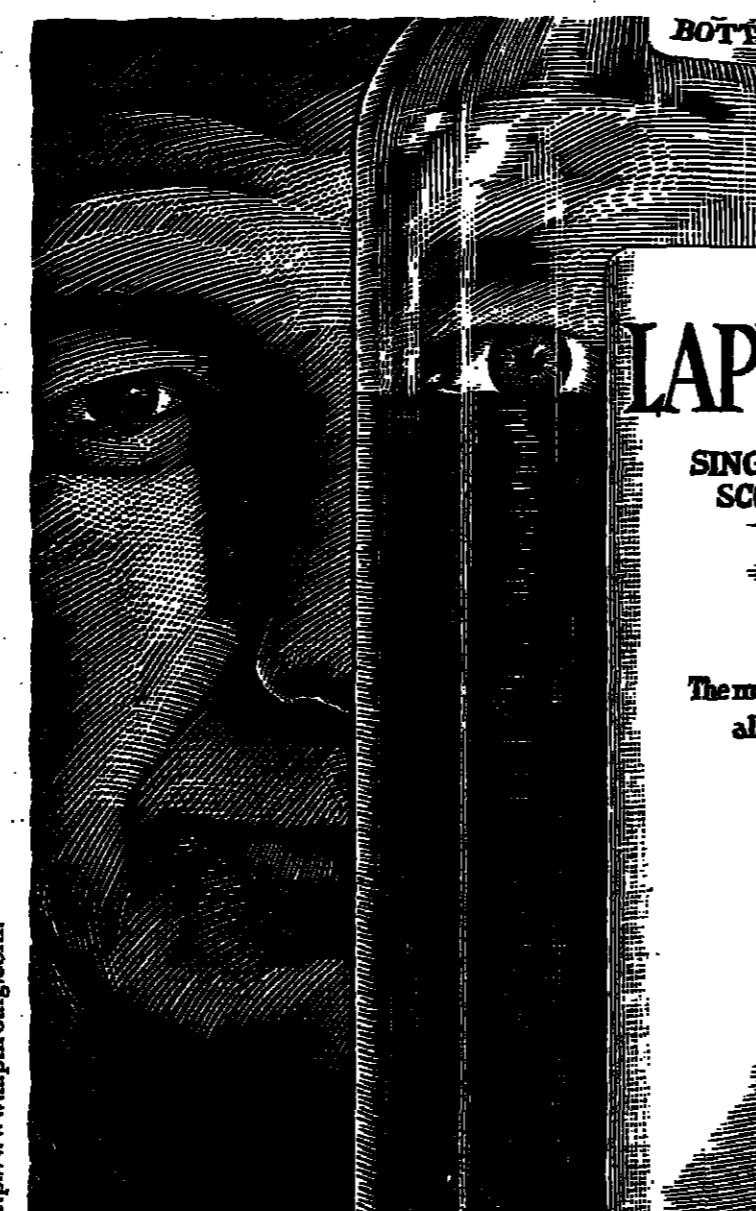
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LAPHROAIG
no half measures.



Sainsbury's up the junction

SAINSBURY'S state-of-the-art store in Clapham is a dry house, after the supermarket chain failed to obtain a drinks licence.

A week since the store's grand opening on Budget day, and customers are still going thirsty. Due to a "misunderstanding", a sign in the wine and spirits aisle reads: "The licensing justices have not yet granted us a licence to sell liquor."

Sainsbury tells me that a hearing today with the local magistrate could bring welcome news. Meanwhile, it's smiles all round at Victoria Whiz and Oddbins next door.

Governor's try

EDDIE GEORGE took on Hitoshi Tomonura, chairman of Nomura in Europe, at Twickenham last Saturday. Gambling on the England v New Zealand match, the two men pitted their forecasting skills in a rugby sweepstake.

The Governor's position was looking strong until half time, with his money on England scoring first, and an England victory by three points. But it was "Tono" who hit the jackpot, predicting the outcome exactly, with England scoring first and New Zealand winning by 15 points.

Unfortunately for the passionate anglophile, he wasn't the only one to fare so well. The winning name was eventually pulled out of a hat, and a fellow guest ran off with the prize — a bottle of Jameson's.



"Don't look now but here comes Santa with our 14-point increase"

THE ban on advertising alcohol in France means that Scottish and Newcastle has been relegated to the bench for tomorrow's Auxerre v Glasgow Rangers match. Instead of sporting the McEwans logo, Gazz's team will wear one-off shirts bearing the Centre Parcs symbol. Gazz won't muddy a shirt himself, whatever its design, as he is suspended for the game.

Hector's hiccup
HOIST by its own petard, Financial Dynamics yesterday fell victim to the malice of the office fax machine. Addressed to Roland Pötz of Foreign & Colonial Management, a misdirected fax from FD's Charles Watson lands on my desk. Delighted with Hypo Bank's recent move to take management control of F&C, Watson suggests that a celebratory lunch to mark the success of Project Hector. Ever the professional, Watson adds: "We will also be sending you an invoice for expenses incurred during the project, such as press release distribution..."

Off their trolleys
AT EMAPS extraordinary meeting to decide the fate of two rebel directors, shareholders were treated to a joke by Alan Simpson, joint director of Pirc, the research consultant. Question: What's the difference between a non-executive director and a supermarket trolley? Answer: You can get lots of food and drink into both, but supermarket trolleys have a mind of their own;

MORAG PRESTON

Touch of biter-bitten spices latest 'Chainsaw Al' massacre

Ian Brodie on the company doctor of last resort with a well-honed flair for 'Dunlapping'

Albert J. Dunlap, also known as "Chainsaw Al", has been enjoying more publicity as a saviour of troubled companies than any American business leader since the flamboyant reign of Lee Iacocca at Chrysler.

Reporters have been lining up to interview him about his latest mass sackings. He has just taken his axe to half the 12,000 jobs at Sunbeam Corp, the sprawling consumer products company. He has also been promoting his new autobiography, *Mean Business: How I Save Bad Companies and Make Good Companies Great*. The book uses "to Dunlap" as a verb, meaning to turn a company around at lightning speed.

Now, suddenly, the biter has been bitten. Mr Dunlap's private life has been turned into public fodder. *Business Week* alleged that family ties seemingly meant less to him than he asserts in his book. He writes that what makes a successful individual comes down to one word, family, and he wishes that his parents were still alive to "see what they created".

But his estranged sister Denise alleges that he ignored his parents in their old age and was too busy to attend their funerals, that he refused to offer her emotional or financial help when she told him her daughter had leukaemia, and that his first wife alleged extreme cruelty in her divorce suit.

He was said to have shaded the details of his youth. His book says that he grew up poor in a New Jersey slum, the son of a dockworker. His sister says their father was a successful oilfield worker who took the family on holidays, recorded in photo albums, from Canada to Florida. She says her parents rewarded Mr Dunlap with a new car and a holiday in Europe when he graduated as an army officer from West Point military academy.

Mr Dunlap is no longer available for interviews. Instead of propounding his hard-charging theories as "the doctor of last resort", he issued a statement rebuking some but not all of his sister's comments. He said that he had endured a strained relationship with her for years and she was prone to making up stories about him that were baseless or exaggerated. He had supported her many times financially but his efforts were never appreciated. He was deeply saddened by her unfounded comments about his parents, whom he had loved "very much" and had helped a great deal.

As for intimidating his first wife, as court papers alleged, Mr Dunlap said that in those days divorces were difficult to obtain unless couples embellished their evidence. Besides, he added, it was inappropriate to discuss family matters in the press. That might normally be the case, said *Business Week* but Mr Dunlap had made his life story part of his controversial management philosophy and therefore his



character was a legitimate subject for scrutiny. For Mr Dunlap, the episode was a rare setback.

After his army stint, he learnt manufacturing from the shop floor up. An early management coup was the aggressive transformation of an ailing paper-cop firm, Lily-Tulip Inc, into a profitable plum. He was recruited by Sir James Goldsmith, whose friend John Aspinall, the naturalist and gambler, first coined the "chainsaw" label. Mr Dunlap complains that it makes him sound like a serial killer. He prefers Sir James's nickname for him: "Rambo in Pinstripes".

Mr Dunlap shook up Sir James's global holdings, including Crown-Zellerbach, a timber and oil conglomerate where he cut 22 distribution centres to four, sold the costly headquarters tower in San Francisco and moved to Oregon. He regards Sir

James as his mentor and lavishes praise on him in his book: "He was a larger-than-life influence on me, an absolutely brilliant, dynamic and gregarious man who fished me out of the corporate stream and made me what I am today. He encouraged me in everything I did and introduced me to a world of enormous wealth and power."

Moving to Australia, Mr Dunlap tackled Kerry Packer's Consolidated Press Holdings, a huge conglomerate, carving up 300 of 413 companies and discarding the unprofitable bits. Three years ago he was lured back to the United States by the board of Scott Paper, which had lost \$277 million in a year.

Mr Dunlap again went on the attack, slashing expenses, dumping product lines, merging others and paring debt. He dismissed 11,200 employees, a third of the workforce.

including the corporate "morale officer". To the fury of local officials, he wiped out Scott's traditional links to community and charity work and moved its headquarters from Philadelphia to Florida.

Mr Dunlap bristles at accusations that he relishes sackings, insisting they are made necessary by the need to protect shareholders' investments. "When I fire people, of course I feel for them," he says, "but what I keep uppermost in my mind is that if I don't release them today I'm going to have to cut more of them in six months, or a year."

"Dunlapping" worked. Scott's stock rose 225 per cent, adding \$6.3 billion to the company's value. A year ago, Scott's shareholders approved a \$9.4 billion merger with Kimberly-Clark Corp. Mr Dunlap brushed off critics who accused him of cutting muscle along with fat and taking credit for improvements that were in the works before he arrived. He walked away with \$100 million in salary, bonus, stock gains and other perks.

Mr Dunlap was far from shy about it. He said: "My pay should be compared to superstars in other fields, not the average CEO. Only a handful of chief executives are worth the big bucks they are paid." He portrayed Scott as a sloppy, incorrigible mess that he transformed into a focused, highly desirable and profitable corporation. "Not bad for less than two years' work," he said, brash as ever.

Brought into Sunbeam as chairman and CEO last July, he followed his pattern of moving quickly to change the old guard and the timeworn corporate culture. He reassembled the turnaround specialists who help him whenever he applies surgery to a sickly company. They fanned through Sunbeam seeking solutions. They returned with files five inches thick, recommending new marketing strategies, new advertising campaigns, a new slogan ("There's a New Sunbeam Shining") — and massive job cuts.

The 6,000 dismissals are perhaps the biggest single percentage cutback ever by a major US corporation. In addition, Mr Dunlap's recovery plan requires closing 18 of 26 factories and more than half the 61 warehouses, eliminating six regional headquarters and unloading 87 per cent of Sunbeam's 5,000 products, including clocks, furniture and bedding. He will concentrate on new lines, among them an "electric blanket with a brain" that adjusts to body temperature, and a heater that applies "logic" to its task.

Mr Dunlap said that his plan will save \$225 million a year. He expects revenue to double to \$2 billion by 1999, with \$1.2 billion coming from new products and joint ventures overseas. His plan cuts more deeply than Wall Street expected, and there was the familiar criticism that Mr Dunlap was simply speeding up implementation of the original management's plans. His planned revenue growth will be hard going, but Sunbeam's shares have more than doubled from \$12 when Mr Dunlap joined, to a peak of \$29.75.

One Wall Street analyst told him during a conference call that "Chainsaw Al" was beginning to sound rather wimpy. "If you pull this off, you should be called 'Nuclear Al,'" he said.



Softly, softly catchee euro

Euro sceptics in Britain and elsewhere should not get too excited about the revolutionary mutterings in Paris last week. After years of putting up in silence with mass unemployment and annual waves of violent public-sector unrest all in the name of the *franc fort* and the dream of European monetary union, parts of the French political establishment appear to be questioning such self-sacrifice.

The former president, Giscard d'Estaing, was the biggest name to break rank. He argued that the dollar is grossly undervalued against European currencies, expressed concern that Germany does not share this view, and suggested that if Germany will not bring down the mark, and with it the franc, then France should devalue against the mark by cutting rates unilaterally.

His intervention gave succour to others. Two members of the Bank of France's policy-making council expressed similar views and were rebuked by Jean-Claude Trichet, governor of the bank, for airing personal opinions. At the weekend, the German Chancellor, Helmut Kohl, and President Chirac offered damage-limitation in the form of a joint statement committing themselves to maintaining the franc/mark parity.

So, is Franco-German unanimity in the run-up to monetary union, so far so solid, finally crumbling? Will the single currency project collapse? Will John Major or Tony Blair be spared having to make a choice after all? No, no, no, as Margaret Thatcher was fond of saying.

There is a big difference between calls for a franc devaluation against the mark — from a former president and the two notorious doves on the Bank of France's council — and a desire to ensure that the euro is not overvalued against the dollar and others, condemning Europe to uncompetitiveness and high unemployment.

A franc devaluation is unlikely, given France's long record of political commitment to EMU. But France may well push Germany for a looser Euro rates on its own, the Bundesbank might be angry but it would be forced to bail out the franc unless it wanted to be accused of wrecking EMU. A less dramatic but still highly effective course for the French would simply be to talk down the mark and franc. There is little doubt that France will get its soft euro. The chances are it will block Germany's stability pact straitjacket, too.

Impact of law on disability yet to be grasped by firms

Act offers ample opportunities to astute lawyers, writes Grania Langdon-Down



Disabled rights campaigners helped to bring about an important change in employment law

ers who ignore the rights of disabled workers now do so at their peril.

"Many employers are already used to dealing with the concept of discrimination in relation to race and sex and may believe they are well equipped to deal with the provisions of the Act.

"But many have not yet grasped its full impact. On the face of it, the obligations the Act imposes on employers to accommodate disabled people go much further than the law relating to sexual or racial discrimination."

The Act also lists examples of adjustments employers would be expected to make to accommodate a disabled worker. They extend far beyond simply removing physical limitations and include allocating some of the disabled person's duties to another person, altering work-

ing hours, allowing time off for rehabilitation, assessment or treatment, acquiring or modifying equipment, modifying procedures for testing, providing a reader or interpreter.

However, factors such as operational requirements and financial considerations will be taken into account in determining whether it is "reasonable" for the employer to make the adjustments.

The Government has estimated that it will cost employers on average £200 to accommodate a disabled person, although many suspect the bill will be much higher. Employers can be helped by charities and other organisations, including the government-funded Access to Work Scheme.

Ms Ellis said: "The Act means, for example, an employer should not simply dismiss a production worker who

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Four vie for BR computer business

By KERTH RODGERS

THE British Railways Board has drawn up a shortlist of four potential buyers for BR Business Systems, its computer arm, early next year.

Final bids for the division, which provides ticketing and operating computer services for a range of customers including Railtrack and the train operating companies (TOCs), will be submitted this month, and the sale is expected to go through in February. Sources said the company is likely to be valued at up to £50 million.

Cap Gemini, the French-quoted computer services company, and Sema, which is 41 per cent French owned and quoted in London and Paris, are understood to be on the shortlist, along with Andersen Consulting and CFM, a subsidiary of ICL. All four declined to comment on the sale.

One surprising absentee is EDS, the computer services giant, which has won a large number of public-sector computer contracts, including deals with the Inland Revenue and the Department of Social Security. The company submitted a bid, but its offer is believed to have been rejected as too low.

BRBS, which employs around 1,100 people, had turnover of about £87 million in the year to March 31, and is thought to be profitable. Although it has more than 80 customers, negotiations over the sale have been complicated by the contracts with Railtrack and TOCs, which form a key part of the division's business. Railtrack said that was not involved in the sell-off negotiations but "looks on with interest".

It is thought that the bids will be submitted at around £50 million. However, some observers have suggested that figure is high, arguing that the division requires a large amount of investment. The British Railways Board refused to comment.



David Michels, right, chief executive of Stakis, with Richard Cole-Hamilton, chairman, after unveiling full-year profits of £30 million yesterday

Stakis confident of profiting from Metropole integration

By ALASDAIR MURRAY

STAKIS, the leisure company, said yesterday it was confident that the performance of the Metropole hotel group would more than match forecasts made when it purchased the chain for £327 million from Lonrho at the end of October.

David Michels, chief executive, said that Stakis is aiming to add around £8 million in turnover and make £4 million of cost savings as it integrates

the hotel group this year. His comments came as the company unveiled a 23 per cent rise in full-year profits, excluding tax and exceptional, to £30.7 million, in line with a forecast made at the time of the Metropole acquisition.

Turnover increased by 18.5 per cent, to £206 million, while the total dividend was increased by 23 per cent, to 2.15p.

Profits in the hotel division excludes any contribution from Metropole, which was

purchased after the year-end of September 29, rose by 29 per cent, to £40 million. Occupancy levels increased from 72.1 per cent to 76.3 per cent, while the average room rate rose from £43.94 to £46.37. The total number of rooms increased to 5,363, spread across 42 hotels.

Stakis said that it is in the process of building new hotels in the London borough of Islington, Belfast, Dublin and Sheffield, which will add a

further 635 rooms to the division. The company added that it remained confident about the market, especially as the low level of new builds should ensure room to continue improving margins.

Profits in the casino division fell to £9 million, from £11.7 million, after the company's exit from the London market with the £27 million sale of the Barracuda in April. Stakis said its new Riverboat Casino in Glasgow had started well

and the company is aiming to roll out the concept across six new sites.

Stakis also opened new sites in Cardiff and Bournemouth during the year, and in Gibraltar. The company added that the performance of the division was now improving although it would be some time before the full potential is realised.

The health and leisure division contributed a maiden profit of £600,000 in line with company expectations. Stakis has combined the LivingWell group of clubs with its existing hotel-based health clubs and is looking to expand the concept.

Mr Michels said that overall the company believes its markets remain buoyant and can approach the future with confidence.

Shares in the company closed unchanged at 90.5p. A final dividend of 12p is payable next April 11.

Tempus, page 30

German trust plans to raise £6.7m

By CAROLINE MERRELL

THE East German Investment Trust (Egit) is hoping to raise around £6.7 million through a placing of shares at 32p.

At the same time as raising the extra cash, the £56 million trust is also switching fund

managers, appointing Foreign & Colonial Ventures in place of Ermagaser. Ermagaser lays some of the blame for the trust's poor performance at the door of Treuhand, the German privatisation agency and is suing Treuhand for compensation. Shares in the fund, which was

launched at the beginning of 1991, now stand at 35p, around a third of the issue price. The fund was set up to invest in German privatisations. The trust says some of its problems have been caused by Treuhand's failure to fulfil its promises.

The money raised through

the share placing will be used to pay the ongoing expenses of the fund. The trust's directors believe that there are prospects for achieving higher values from the current portfolio of investments.

Egit's biggest shareholders include City of London Investment and Norwich Union.

Tempus, page 30

Rationing aids Eurodollar

By FRASER NELSON

THE stabilisation of the second-hand car market enabled Eurodollar, the car hire company, to double its interim profits in the six months to September 30.

However, despite the recovery in pre-tax profits to £4.76 million (£2.42 million), Eurodollar is cutting its interim dividend to 2p (3.12p), payable on January 4. The company, which

sells all of its cars less than a year after purchase, credited carmakers for the recovery in the "nearly new" market.

Ian Mosley, chief executive, said manufacturers had become concerned about the abundance of cars less than a year old in the second-hand market, and had rationed supply to companies likely to resell within nine months. He

said this had firmed the market for the 30,000 cars it sells off every year.

He said: "While the prices are not significantly better than last year, they have at least stabilised."

Eurodollar's earnings rose to 6.79p per share (3.63p). Turnover reached £54.2 million (£48.6 million). Its shares rose 1p to 120p yesterday.



Mosley: cutting dividend

Discovery backs Premier Oil's increased offer

FROM RACHEL BRIDGE IN SYDNEY

DISCOVERY Petroleum, the Australian oil producer, has belatedly endorsed Premier Oil's bid for the company after the offer was increased marginally by one cent to 81 cents, valuing Discovery at A\$107.8 million (about £54 million).

Peter Jones, Discovery chairman, said: "With the increase of the Premier bid to level which more fairly reflects the value of Discovery's shares, directors recommend acceptance of Premier's offer and intend immediately accepting for their own and their associated shareholders."

Oil Search, the oil production company based in Papua New Guinea, also said it would accept the offer in respect of its 10 per cent stake. It acquired the stake just four days after Premier launched its initial A\$92 million bid for Discovery and had been widely expected

to make a rival offer. Discovery's share fell 2 cents to 80 cents on the Australian stock exchange.

Charles Jamieson, chief executive of Premier, said: "We are delighted to have received the support of the Discovery board and look forward to working with the Discovery team in building Premier's business in the region."

The key attraction of Discovery is its stake in Indonesia's Kalipet oilfield, which is situated close to Premier's recently acquired interest in the West Natuna Sea block off the coast of Indonesia.

Discovery's assets also include an exploration interest in the Carnarvon Basin off the western coast of Australia, and exploration and production interests in the Perth Basin in Western Australia.

Tops Estates ahead

TOPS ESTATES, the shopping centre investment company, reported a 50 per cent improvement in first-half profits to £1.2 million. The recent refinancing of Leeds Shopping Plaza has cut group borrowing from £123 million to £46 million, reducing gearing from 124 per cent to 27 per cent. Earnings per share rose by just 9 per cent to 1.89p, because of a write-off of non-recoverable advance corporation tax. Tops will pay an interim dividend of 0.705p a share on March 28, up 5 per cent.

Seton buys Metropot

SETON HEALTHCARE has acquired Metropot, a gel wound treatment from Pharmacia Upjohn for £3.75 million. Metropot had sales last year of £1.02 million and an operating profit of £760,000. Seton supplies wound management brands to hospitals and pharmacies in the UK. In the five years ending February this year, profits increased four times to £16.4 million. Seton said Metropot fitted in with its existing wound dressing and infection control range.

Allen sets record

ALLEN, the construction and property group, recorded its highest pre-tax profit, up from £3.6 million to £4.71 million. Turnover was up by 31 per cent, to £71.1 million from £54.2 million, while earnings rose to 8.75p a share, from 7.30p. The dividend is increased from 2.46p to 3.09p a share. Donald Greenhalgh, chairman, said he was pleased the pre-tax profit was an all-time record, with the operating profits of the company's five sectors exceeding the first half of the year.

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PARLIAMENTARY NOTICES

IN PARLIAMENT

SESSION 1996-97

LLOYDS TSB

NOTICE IS HEREBY GIVEN that application is being made to Parliament by Lloyds Bank plc, TSB Bank plc and Hill Samuel Bank plc to introduce in the present Session a Bill under the above title and for the purposes of which the following is a concise summary:

To provide for the transfer to and vesting in Lloyds Bank plc of the under-takings of TSB Bank plc and Hill Samuel Bank Limited.

On and after 4th December 1996 a copy of the Bill may be inspected and copied obtained at the price of £1 each at the offices of:

Lloyds Bank plc, P.O. Box 112, Canon House, Canons Way, Bristol, BS9 7LB.

TSB Bank plc, P.O. Box 6000, Victoria House, Victoria Square, Birmingham, B1 1BZ.

Messrs Linklater & Paines, Messrs Dyson Bell Martin, Barrington House, 59-67 Gresham Street, Westminster, London SW1H 0DY.

Objection to the Bill may be made by depositing a Petition against it. If the Bill originates in the House of Commons, the Petition must be presented to the Clerk of the House of Commons. If the Bill originates in the House of Lords, the Petition must be presented to the Clerk of the House of Lords. In either case, the Petition must be presented to the Clerk of the House of Commons or the Clerk of the House of Lords within 21 days of the Bill being introduced.

Dated 3rd December 1996

DIYSON BELL MARTIN, 7 Dean Fawcett Street, Westminster, London SW1H 0DY. Parliamentary Agents

PUBLIC NOTICES

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Gilts up, equities down

TRADING PERIOD: Settlement takes place five business days after the day of trade. Changes are calculated on the previous day's close, but adjustments are made when a stock is ex-dividend. Changes, yields and price/earnings ratios are based on middle prices.

1996	High	Low	Company	Price	Yield	PE	1996	High	Low	Company	Price	Yield	PE
ALCOHOLIC BEVERAGES													
556	413	398	Alled Bev Co	39.0	1.6	13.1	557	433	408	Amber Grp	40.0	1.6	13.1
413	412	397	Amber Grp (P)	39.0	1.6	13.1	558	507	482	Amber Grp (S)	48.0	1.6	13.1
401	375	357	Amber Grp (T)	35.0	1.6	13.1	559	675	657	Amber Grp (V)	65.0	1.6	13.1
625	677	657	Amber Grp (W)	65.0	1.6	13.1	560	625	605	Amber Grp (X)	60.0	1.6	13.1
423	423	413	Amber Grp (Y)	41.0	1.6	13.1	561	433	413	Amber Grp (Z)	41.0	1.6	13.1
578	265	255	Amber Grp (AA)	25.0	1.6	13.1	562	265	255	Amber Grp (AB)	25.0	1.6	13.1
265	265	255	Amber Grp (AC)	25.0	1.6	13.1	563	265	255	Amber Grp (AD)	25.0	1.6	13.1
265	265	255	Amber Grp (AE)	25.0	1.6	13.1	564	265	255	Amber Grp (AF)	25.0	1.6	13.1
265	265	255	Amber Grp (AG)	25.0	1.6	13.1	565	265	255	Amber Grp (AH)	25.0	1.6	13.1
265	265	255	Amber Grp (AI)	25.0	1.6	13.1	566	265	255	Amber Grp (AJ)	25.0	1.6	13.1
265	265	255	Amber Grp (AK)	25.0	1.6	13.1	567	265	255	Amber Grp (AL)	25.0	1.6	13.1
265	265	255	Amber Grp (AM)	25.0	1.6	13.1	568	265	255	Amber Grp (AN)	25.0	1.6	13.1
265	265	255	Amber Grp (AO)	25.0	1.6	13.1	569	265	255	Amber Grp (AP)	25.0	1.6	13.1
265	265	255	Amber Grp (AQ)	25.0	1.6	13.1	570	265	255	Amber Grp (AR)	25.0	1.6	13.1
265	265	255	Amber Grp (AS)	25.0	1.6	13.1	571	265	255	Amber Grp (AT)	25.0	1.6	13.1
265	265	255	Amber Grp (AU)	25.0	1.6	13.1	572	265	255	Amber Grp (AV)	25.0	1.6	13.1
265	265	255	Amber Grp (AW)	25.0	1.6	13.1	573	265	255	Amber Grp (AX)	25.0	1.6	13.1
265	265	255	Amber Grp (AY)	25.0	1.6	13.1	574	265	255	Amber Grp (AZ)	25.0	1.6	13.1
265	265	255	Amber Grp (BA)	25.0	1.6	13.1	575	265	255	Amber Grp (BB)	25.0	1.6	13.1
265	265	255	Amber Grp (BC)	25.0	1.6	13.1	576	265	255	Amber Grp (BD)	25.0	1.6	13.1
265	265	255	Amber Grp (BE)	25.0	1.6	13.1	577	265	255	Amber Grp (BF)	25.0	1.6	13.1
265	265	255	Amber Grp (BG)	25.0	1.6	13.1	578	265	255	Amber Grp (BH)	25.0	1.6	13.1
265	265	255	Amber Grp (BI)	25.0	1.6	13.1	579	265	255	Amber Grp (BJ)	25.0	1.6	13.1
265	265	255	Amber Grp (BK)	25.0	1.6	13.1	580	265	255	Amber Grp (BL)	25.0	1.6	13.1
265	265	255	Amber Grp (BM)	25.0	1.6	13.1	581	265	255	Amber Grp (BN)	25.0	1.6	13.1
265	265	255	Amber Grp (BO)	25.0	1.6	13.1	582	265	255	Amber Grp (BP)	25.0	1.6	13.1
265	265	255	Amber Grp (BQ)	25.0	1.6	13.1	583	265	255	Amber Grp (BS)	25.0	1.6	13.1
265	265	255	Amber Grp (BT)	25.0	1.6	13.1	584	265	255	Amber Grp (BU)	25.0	1.6	13.1
265	265	255	Amber Grp (BV)	25.0	1.6	13.1	585	265	255	Amber Grp (BW)	25.0	1.6	13.1
265	265	255	Amber Grp (BY)	25.0	1.6	13.1	586	265	255	Amber Grp (BZ)	25.0	1.6	13.1
265	265	255	Amber Grp (CA)	25.0	1.6	13.1	587	265	255	Amber Grp (CB)	25.0	1.6	13.1
265	265	255	Amber Grp (CC)	25.0	1.6	13.1	588	265	255	Amber Grp (CD)	25.0	1.6	13.1
265	265	255	Amber Grp (CE)	25.0	1.6	13.1	589	265	255	Amber Grp (CF)	25.0	1.6	13.1
265	265	255	Amber Grp (CG)	25.0	1.6	13.1	590	265	255	Amber Grp (CH)	25.0	1.6	13.1
265	265	255	Amber Grp (CI)	25.0	1.6	13.1	591	265	255	Amber Grp (CI)	25.0	1.6	13.1
265	265	255	Amber Grp (CJ)	25.0	1.6	13.1	592	265	255	Amber Grp (CQ)	25.0	1.6	13.1
265	265	255	Amber Grp (CQ)	25.0	1.6	13.1	593	265	255	Amber Grp (CQ)	25.0	1.6	13.1
265	265	255	Amber Grp (CQ)	25.0	1.6	13.1	594	265	255	Amber Grp (CQ)	25.0	1.6	13.1
265	265	255	Amber Grp (CQ)	25.0	1.6	13.1	595	265	255	Amber Grp (CQ)	25.0	1.6	13.1
265	265	255	Amber Grp (CQ)	25.0	1.6	13.1	596	265	255	Amber Grp (CQ)	25.0	1.6	13.1
265	265	255	Amber Grp (CQ)	25.0	1.6	13.1	597	265	255	Amber Grp (CQ)	25.0	1.6	13.1
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265	265	255	Amber Grp (CQ)	25.0	1.6	13.1	599	265	255	Amber Grp (CQ)	25.0	1.6	13.1
265	265	255	Amber Grp (CQ)	25.0	1.6	13.1	600	265	255	Amber Grp (CQ)	25.0	1.6	13.1
265	265	255	Amber Grp (CQ)	25.0	1.6	13.1	601	265	255	Amber Grp (CQ)	25.0	1.6	13.1
265	265	255	Amber Grp (CQ)	25.0	1.6	13.1	602	265	255	Amber Grp (CQ)	25.0	1.6	13.1
265	265	255	Amber Grp (CQ)	25.0	1.6	13.1	603	265	255	Amber Grp (CQ)	25.0	1.6	13.1
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265	265	255	Amber Grp (CQ)	25.0	1.6	13.1	605	265	255	Amber Grp (CQ)	25.0	1.6	13.1
265	265	255	Amber Grp (CQ)	25.0	1.6	13.1	606	265	255	Amber Grp (CQ)	25.0	1.6	13.1
265	265	255	Amber Grp (CQ)	25.0	1.6	13.1	607	265	255	Amber Grp (CQ)	25.0	1.6	13.1
265	265	255	Amber Grp (CQ)	25.0	1.6	13.1	608	265	255	Amber Grp (CQ)	25.0	1.6	13.1
265	265	255	Amber Grp (CQ)	25.0	1.6	13.1	609	265	255	Amber Grp (CQ)	25.0	1.6	13.1
265	265	255	Amber Grp (CQ)	25.0	1.6	13.1	610	265	255	Amber Grp (CQ)	25.0	1.6	13.1
265	265	255	Amber Grp (CQ)	25.0	1.6	13.1	611	265	255	Amber Grp (CQ)	25.0	1.6	13.1
265	265	255	Amber Grp (CQ)	25.0	1.6								

LAW

Stephen Jacobi reports on the lorry drivers caught up in the drugs trade



Waiting game: Steve Bryant's father Peter reads a letter from his son while Damucke Neale (right), Mickey Chinnick's fiancée, prepares to visit him in jail



A case of rough justice

Steve Bryant, a 42-year-old lorry driver and father of four, went on a hunger strike in his squalid Tangier jail cell on November 1 in an attempt to secure better conditions. He finally ended it last week when he heard his demands were to be met and that his appeal would be expedited.

But such a victory brings little comfort when you face rough justice. He was arrested in January 1994 when cannabis was found under a consignment of frozen squid which was loaded into his trailer in his absence. For this he received the maximum jail term of ten years.

In Morocco, it is no defence to say that you were unaware that drugs were in your load. Only the French get respite because of their prisoner transfer scheme with Morocco.

In Bulgaria, two British drivers, Peter Hobbs and John Mills, from east London, are waiting to hear the result of their final appeal to the Supreme Court in Sofia. They were arrested on the Turkish border in 1995 after 20kg of heroin was found in an unlocked tool compartment on the outside of their rig to which anyone could have had

access. Their trial was reduced to the level of farce when the judge realised there was going to be a potential conflict of interest between them. A new lawyer was appointed but the case continued without the lawyer being given the opportunity to take instructions. They were sentenced to 74 years in jail.

Two years earlier, in 1993, Mickey Chinnick, a 55-year-old driver from Scarborough, North Yorkshire, was arrested on the Turkish side of the border in disturbingly similar circumstances. He, too, carried a consignment of motor vehicle spare parts to Turkey

from Britain and was ordered back via the same route with his empty lorry to pick up another load in Romania.

This time 7.5kg of heroin was found in an outer tool compartment of his vehicle. He has just completed his sentence of 32 years. But despite being in poor health after a major operation, he is now serving an additional three years because he has no money to pay the £5,000 fine imposed on him.

It seems likely that these three cases are linked. "Piggyback" smuggling — where drug gangs use a concealed package attached to the outer

part of a vehicle to smuggle illegal substances across frontiers without involving the driver — is a well-known and regular ploy.

The parcel is often strapped to the bottom of a coach in which the real couriers are passengers. Two weeks ago Clive Brown, a driver from Crayford, Kent, was cleared of a charge of smuggling 10kg of heroin from Britain, which was found strapped to the belly tank of his trailer. He, too, was returning from Romania.

There are encouraging signs that European Union law enforcement authorities are beginning to take drivers' vulnerability in these circumstances very seriously.

A partnership to educate these authorities and drivers' organisations on the dangers they face has been formed by the Fair Trials Abroad Trust and the Committee of Transport Workers in the EC, with the approval of the World Customs Organisation in Brussels.

Outside the EU, however, the situation remains bleak, with no end in sight for the British, Dutch and German drivers held in Morocco, Turkey and the old Soviet empire. Most of the problems stem from ignorance and unfair

application of the law. Tachometers, known as the "spy in the cab", provide useful evidence of unauthorised lengthy stops or detours.

Outside the EU, however, it is common for such evidence to be disregarded because lawyers and enforcement officers do not understand it.

There is widespread ignorance of transport industrial practice and the civilised judicial concept of the necessity of a guilty mind for an offence to be committed is disregarded in drivers' offences.

The driver is, therefore, dependent on political and diplomatic pressure for fair consideration of his case before or after conviction. He is indeed out in the cold.

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The State's word is not good enough

Last month the European Court of Human Rights decided that the United Kingdom would be acting in breach of the European Convention on Human Rights were it to remove Karamjit Chahal to India, the country of which he is a citizen. The judgement will encourage British judges no longer to accept uncritically whatever they are told by the executive about the demands of national security.

The Home Secretary wished to deport Mr Chahal to India on national security grounds because of his alleged involvement in international terrorism on behalf of militant Sikh separatist groups. Mr Chahal denied having any link with terrorist activities, and claimed that if he returned to India he would suffer persecution for political reasons.

The European Court accepted that there was a real risk that Mr Chahal would be killed, or seriously injured, in India by members of the police or security forces because of his political opinions. Article 3 of the Convention prohibits torture, or inhuman or degrading treatment or punishment. The court has previously held that Article 3 prevents a state from returning a person to another country in which such adverse treatment may be suffered.

The court decided, in Mr Chahal's case, that Article 3 is absolute, and so the United Kingdom cannot rely on its national security concerns, whether or not they are justified.

The removal of the power of a government to expel a person, whatever the danger to national security, is of fundamental significance. But of even greater practical importance are the court's findings that the United Kingdom was also in breach of the Convention by failing to adopt adequate domestic judicial procedures.

In recent years, judicial review has expanded to empower judges to consider the legality, fairness and rationality of aspects of government which, a generation ago, would have been universally acknowledged to be none of the judiciary's business. The final frontier over which the judiciary remains unwilling to pass is "national security". These words retain a mystical significance as an incantation, the utterance of which prompts our judges to assert a self-denying ordinance which deters them from assessing the propriety of executive action.

When the Crown says that a decision was taken on grounds of national security, the court will question neither the veracity nor the reasonableness of that statement. Moreover, the individual has no right to know details of the allegations if the executive asserts that such disclosure will itself harm national

security by betraying confidential sources. For these reasons, the English courts did not require the Home Secretary to produce evidence to support his assertion that Mr Chahal was a danger to national security. Because judicial review involves no consideration at all of the substance of the national security conventions advanced by the executive, the European Court held that the United Kingdom had breached Mr Chahal's Convention rights under Article 5.4 (the right to have the lawfulness of detention determined by a national court) and Article 13 (the right to an effective domestic remedy).

The court rightly recognised that there are difficulties in reconciling the demands of national security with the rights of the individual. However, as it pointed out, some judicial protection can be given without harm to national security. The court referred to the Canadian approach of conducting a private hearing from which the applicant is excluded but is represented by a security-cleared counsel appointed by the judiciary.

In the United Kingdom, senior judges (who are also Privy Counsellors) perform sensitive security functions out of court, for example as the Security Service Commissioner and as the chairman of the tribunal responsible for considering complaints about the Security Service. In a judicial review involving national security, judges should require the executive to provide the court (though not the applicant) with information which would enable the judges to reach an informed conclusion on whether

the decision has been made lawfully, fairly and reasonably. The defect in English law, at present, is that no judicial effort is made to consider the reasonableness and fairness of the executive's reliance on national security considerations.

The conduct of the security services may not have any resemblance to the inefficiency and abuse of power portrayed in John le Carré's latest spy novel, *The Tailor of Panama*. But when civil servants know that they will not have to justify their claims to a court, there is a real risk that decision-making will lack the care and the respect for human rights which the context requires.

Judges should continue to defer to the executive, but only after satisfying themselves that there were proper and reasonable evidential grounds for the impugned decision. Whatever threat to national security may be posed by Mr Chahal, it is no secret that his success in Strasbourg will improve English law.

The author is a practising barrister and a Fellow of All Souls College, Oxford

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The Times Law Awards 1996



THERE is still time to enter the competition for *The Times* Law Awards 1996 with One Essex Court and win up to £3,000.

Students are invited to submit up to 1,000 words on "The Law Lords in the 90s — a New Supreme Court". The first prize is £3,000, the second £2,000 and the third £1,000. Three runners-up will receive £250. The essays will be judged by a panel led by Lord Mackay of Clashfern, the Lord Chancellor, and the winning entry will be published in *The Times*.

Further details can be obtained by ringing 0171-583 2000. The closing date is Friday.

Rights are wrong...

SOLICITORS don't want advocacy rights — it's official. More than 25 per cent of City law firms see no use for solicitor advocates, and more than half are against the establishment of independent ones. Seventy-five per cent of the 46 firms in a survey by the City of London Solicitors' Company said there was a case for solicitor advocates but only 13 per cent favoured independent advocacy units.

Carol concert

CAROLS will be sung in law courts again this year to raise funds for the Citizens Advice Bureau in the Royal Courts of Justice. The Treasury Singers, conducted by Edward Adams, an official in the Lord Chancellor's Department, will perform in the Royal Courts of Justice at lunchtime on December 12. A collection is made for the CAB in the RCIJ, which is run as a charitable trust. The bureau now has a special project to support litigants who do not have a lawyer — in line with proposals from Lord Justice Oton. The scheme is manned partly by

staff paid for by the Lord Chancellor's Department, and partly by volunteer lawyers.

Party pooper

LAW firms are already giving warnings of the perils of Christmas parties. The employment unit at Franks Charles & Co is telling clients to think twice about which entertainers they invite to their company's Christmas party. The advice follows the landmark ruling that a hotel group was liable for the offence.

Tough love

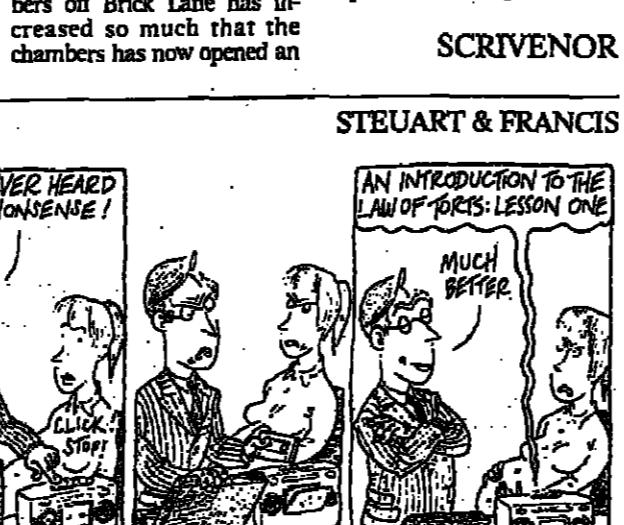
PARENTS who find their children seized in the trauma of a "tug of love" case can obtain advice in a new booklet launched by Gary Streeter, Minister in the Lord Chancellor's Department. Parents in this traumatic situation have speedy access to the professional advice and guidance they need, he said. Details from the Child Abduction Unit 0171-911 7047.

Growing pains

THE workload at Tower Hamlets Barristers' Chambers off Brick Lane has increased so much that the chambers has now opened an



Manning: offended staff



annexe. David Penny-Davey, QC, Bar chairman, said at its recent opening that there was a need for such a chambers outside the Inns of Court to improve access to justice, irrespective of caste, creed, colour or economic status. The chambers and annexe are located in a densely populated Bangladeshi community. It gives free advice on Saturday mornings.

Record time

IS THIS a record? Those who complain that solicitors are slow with wills and conveyancing might note that Edge & Ellison did its bit in a multi-million-dollar company sale in 53 hours.

Computervision Corporation, of Massachusetts, sold its Open Service Solutions division to J.F. Lehman, another American company, for £65 million cash, plus several millions more in preferred shares and warrants to buy shares.

David Hull, leader of the team at Edge & Ellison, of Birmingham, London and Leicester, said: "We received instructions at 4.30pm on the Wednesday and completed the work for the disposal of the UK interests in the division by 10pm on the Friday."

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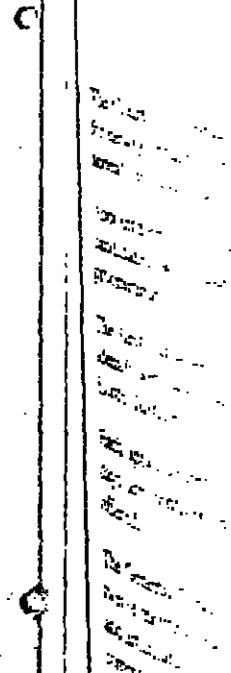
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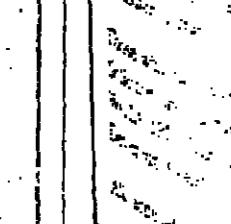
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Should Christians keep rights denied to others, asks John Rubinstein

Blasphemy and freedom of expression

Last week, after a six-year fight, Nigel Wingrove, the filmmaker, scored an own goal for those vigorously promoting freedom of artistic expression under the European Convention on Human Rights.

The majority ruling by the European Court of Human Rights, upheld the British Board of Film Classification's (BBFC) decision to refuse a certificate for release of his 18-minute video film *Visions of Ecstasy* — on grounds, among others, that it contained blasphemous material.

The ruling came as no surprise to Mr Wingrove. So why did he bring his case? The question of whether the UK was violating the convention by resurrecting archaic blasphemy laws had already been considered by the commission in the case of *Gay News Ltd v UK* in 1982.

It took the view that our blasphemy laws, and blasphemous libel in particular, were sufficiently certain and that they had as their main purpose the protection of the rights of others (albeit Christians). The case was therefore not referred to the court.

In Mr Wingrove's case, the commission relied on its *Gay News* decision and expressly rejected Mr Wingrove's main argument that blasphemy was too imprecise and indeterminate and that its use did not constitute a legitimate aim which justified the Government banning the video.

But the commission did distinguish his video from the film which came before the court in the case of *Otto-Preminger Institut v Austria* (1994). By 14 to two, they held that the refusal of a certificate for Mr Wingrove's video was a disproportionate interference with the right to freedom of expression, given the likely extent of distribution and public performances of a video work compared with a film. De-

spite the majority view of the commission on proportionality, the court maintained its non-interventionist view on blasphemy and ruled that the policing of videos in a market difficult to control should be left to national states who are better placed than the European Court to make an assessment of a video's likely impact.

What is the result? Paradoxically, English blasphemy law has derived new vigour. And if Mr Wingrove is unwilling to risk prosecution for blasphemy before a jury, the public is not going to know whether the work had artistic merit or whether the film would outrage Christians, as the BBFC suggested.

The case was trumpeted as a challenge to blasphemy laws — but that issue was lost in 1982 when the commission blocked *Gay News*'s access to the European Court, an opinion endorsed by the court in Preminger as well as Wingrove.

Reform will come only if Parliament tackles the issue'

St Teresa of Avila, who is depicted in *Visions of Ecstasy*

the protection of health or morals, for the protection of the reputations or rights of others".

He considered that practitioners of religions other than Christianity should have parallel protection but did not say which should qualify, and English courts have been condemnatory of certain creeds considered to be exploitative cults.

Over centuries artists have depicted on canvas or on stage Christ's humiliation in multifarious scenes of crucifixion and the descent from the Cross. Their message to Christians is to overcome that vilification and to have the strength of faith. No Christian's beliefs should be overcome by salacious or offensive films such as

Visions of Ecstasy, which depicts St Teresa of Avila in erotic scenes with the crucified Christ, given that crucial to the story of Christ are His triumphs over vilification and ultimate humiliation in the week leading to His death on the Cross.

Instead of relying on the European Court, Mr Wingrove might have been better spending six years lobbying Parliament to enact the Law Commission's 1985 recommendation to abolish blasphemy; or to amend the Public Order Acts so that the law, through juries should only constrain artistic (or other) expressions where they are likely to incite practitioners of religion to acts of violence or mayhem.

The author is head of the Intellectual Property and Media group of Manches & Co.

Profits that mean a loss

PRP schemes pose a taxing problem, says Michael Rogerson

The Chancellor's proposals to phase out tax relief for profit-related pay (PRP) could cost some legal firms as much as £10,000 in profits per equity partner annually from January 1, 2000.

At present, PRP paid to an employer under a scheme registered by the Inland Revenue is free of income tax up to the lower limit of £4,000, or 20 per cent of the employee's annual salary.

Some legal firms have, therefore, established PRP schemes and substituted part of their employees' existing pay with PRP up to the maximum limits allowed. Because the PRP is tax-free, the staff enjoy a rise in take-home pay of up to 6 per cent, while the firm itself does not suffer any increase in its payroll costs.

The cost savings which can be achieved are often substantial and PRP schemes are becoming increasingly popular. There are now some 14,000 registered schemes in the UK covering more than 3.7 million employees.

But although the full impact of the Chancellor's proposals will

not bite until 2000, staff could be taking home less pay as early as January 1, 1998, when the current £4,000 limit is halved to £2,000. For a higher-rate taxpayer, the loss in pay will be about £67 a month and firms are likely to find they have to increase gross pay to compensate for this loss so that salaries remain competitive in the marketplace.

To compensate a higher-rate taxpayer fully will cost the firm an additional £122 a month, or almost £1,500 a year, including employers' National Insurance contributions. Even for a basic-rate taxpayer, the annual cost will be almost £700 a year.

Multiplying this by the total

number of employees is a sobering experience — and there's worse to come. After January 1, 1999, tax relief declines again as the limit is halved to £1,000.

The relief will be eliminated altogether for profit periods starting on or after January 1, 2000. At this point, based on current tax rates, the additional cost will be approaching £3,000 a year for higher-rate employees and £1,400 for those paying tax at the basic rate.

Take a 60-partner firm with, say, five staff per partner, of whom two pay higher-rate tax. It could face additional payroll costs of more than £600,000 a year, or put another way, £10,000 per equity partner.

But firms without an existing PRP scheme still have time to establish one before January 1, 1998, to benefit from the current level of tax relief and make substantial savings in payroll costs during the transitional period.

• The author is a partner at Grant Thornton, chartered accountants, and heads the firm's legal group.

Rules that tie you in knots

Chris Barton explains some bewildering marriage laws

LAST WEEK the General Synod of the Church of England decided to abolish the most well-known of all marriage preliminaries: the reading of the banns.

For many of the 600,000 or so who take the plunge annually, the three successive Sundays of church weddings are as traditional as those between sentence and execution. Yet as long ago as 1973, the Law Commission pointed out that hardly any of those who wed understood the system — and that their ignorance was shared by many of those who administer it.

Such negligence is unremarkable, given the bewildering abundance of routes to wedlock available under the Marriage Acts 1949-96.

The next best-known preliminary is probably the least used: the Archbishop of Canterbury's Special Licence is obtained annually by a handful of couples from someone called the Master of Faculties, and is used to validate



that year was to disallow "common law" marriages — unions created by an informal exchange of vows. Unfortunately, a large number of people suffer under the misapprehension that they are legally married to their "meaningful other" — consequently suffering disillusion on break-up when their solicitors explain no marriage, no divorce, no financial relief.

Now that the banns are to go, thereby ruining plots as well loved as those of *Jane Eyre* and that vintage episode of *The Likely Lads*, their demise will at least be in line with the current policy of encouraging marriage by enlivening and shortening the ceremony.

The Marriage Act 1994 has added stately homes and football grounds to the churches, register offices, prisons and deathbeds previously permitted. And more recently, the Marriage Ceremony (Prescribed Words) Act 1996 has drastically cut the minimum number of words required in the civil vows to a mere 34 per party — though retaining the option of saying "thee" rather than "you" to one's beloved.

The author, Professor of Family Law at Staffordshire University, plighted his own trath by way of a Superintendent's Certificate with Licence.

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As a firm, we are constantly looking for qualified lawyers who wish to train as recruitment consultants.

Contact Dominique W Pengelly or Helen Wynn-Jones (both qualified lawyers) on 0171 417 1400 or write to them at the London office for further information in complete confidence.

ENERGY/CORPORATE 3 to 4 Years Qualified to £53,000

A leading City firm with a substantial energy practice requires either a lawyer with experience of energy (oil and gas) or with general company experience covering joint ventures and cross-border transactional work to cross-train into the Energy Department. Excellent opportunity to move to an extremely buoyant area of law. Ref: T9144C.

PROJECT FINANCE 4 Years + Qualified to £85,000

Both domestic and international major project work remains buoyant at this top 5 practice looking to recruit an additional lawyer. Acting for both lenders and borrowers, the firm has applied its expertise to oil and gas, aircraft, ships, mining and engineering projects world-wide and continues to maintain its high ranking. Superb quality of work and environment. Ref: T7364F.

COMMERCIAL PROPERTY 5 Years + Qualified to £72,000

An already strong property team is enjoying impressive growth and consolidation and would welcome applications from senior lawyers. An unrivalled portfolio of clients includes retail, engineering, institutional, local authority etc, and prospects are very realistic. Ref: T10415F.

COMMERCIAL LITIGATION 1 to 5 Years Qualified Sydney

A leading Australian firm is now seeking a general commercial litigator to work in its substantial litigation department in the Sydney office. The department acts for sixteen world class banks and an equal number of blue chip corporates. Applicants must have a good academic background and be working with a leading City firm or bank. The firm will sponsor visa applications if necessary. Ref: T1354D.

COMPANY Senior to £Partnership

Highly impressive and incredibly profitable medium sized City practice now seeks senior assistant or partner in another City practice with M&A experience and exposure to marketing. The practice can offer immediate partnership and so high flyers facing a progression bottleneck will find this unusually attractive. Ref: T6555G.

EMPLOYMENT 2 to 4 Years Qualified to £50,000

This is a medium to large City firm with a strong commitment to providing a first class legal and skills training programme for solicitors in all departments. Working closely with a prominent employment lawyer, you will be involved in transactional work in a friendly and relaxed but professional environment. Ref: T10399G.

COURT OF APPEAL - JUDICIAL ASSISTANTS

The Court of Appeal has asked the General Council of the Bar and the Law Society to put forward 12 candidates each for newly created temporary posts as judicial assistants to work alongside Lords Justices on applications for leave to appeal in civil cases.

Appointments are for three months, or a law term (Easter/Trinity counting as one term). The first judicial assistants candidates will start from 13 January 1997. Further appointments will be made thereafter as part of a rolling programme.

The first candidates will be required to produce written summaries of cases and the nature of the application, to identify key documents, to research and to present the applicable statute and case law and to discuss the cases with the Lords Justices.

Each appointment will be made on the basis of two and a half days a week, with flexibility as to whether those half days are continuous or spread across different mornings, afternoons or evenings. Remuneration of £58.71 a day is offered.

The General Council of the Bar and the Law Society are looking to identify bright practitioners who have completed twelve months' traineeship/pupillage and who can demonstrate: very high intellectual ability; incisiveness; concision and articulacy; an ability to identify the relevant issues; an ability to work under pressure and as part of a team; and computer literacy.

Those who have already applied to either the Bar or the Law Society need not apply again. A tight timetable applies. Solicitors should make their applications in writing to: Suzanne Burn, The Law Society, 113 Chancery Lane, London WC2A 1PL. Barristers should make their applications to Christopher Clarke QC, Brick Court Chambers, 15/19 Devereux Court, London WC2R 3JL, tel 0171 583 0777, fax 0171 583 9401.

All applications must be received by 9 December 1996.

COMPANY SECRETARY

Our client is an organisation which has

gone through radical restructuring and recapitalisation and is now looking to build a broadly based financial services group. This will provide an outstanding opportunity for the newly appointed Company Secretary to be at the centre of these developments, working closely with the Board and in particular the Chief Executive.

Your role will be to transform the company secretarial function into a key element of the Group's senior management team. You will advise and assist the Chief Executive on the strategic and operating management of the Group.

For further details please contact Fiona Boxall or send her your CV.

CHAMBERS

Edward Fennell on what English and American law firms are trying to convey about their efficiency through the offices they occupy

A message in the image

Lawyers are their clothes, their offices, their stationery. That, at least, is the view of the style guru David Stuart of the design company The Partners. There is no getting away, he says, from the link between how lawyers look and their character as professional advisers. Whether it is a matter of corporate stationery or corporate offices, an image is presented which will colour clients' (and potential clients') attitudes.

So when the American law firm Weil, Gotshal & Manges launched its new office in London, its partners — recruited from "blue chip" London firms — were adamant that the design and look of the office should make a clear statement about their practice. According to the designer Katrina Kostic Samen of the architectural firm Gensler, the brief was to present a look which was fresh, young, vibrant, and avant-garde, but without being trendy. The result has been a law office which has no precedent in London — in other words, it is exactly what the partners wanted.

Ms Kostic Samen says: "The physical image of a law firm can have a huge impact on the relationship with the client. That's why we wanted to create something at Weil,

Gotshal which was unique and different by using beautiful materials. There is nothing about the office which is imitation."

With so many US firms arriving in London, it is illuminating to compare styles and design philosophies. In general, London firms aim for a very modern look to blow away any suggestion that they are fuddy-duddy or rooted in the past. American firms, by contrast, are keen to counter any suggestion that they are from "Hicksville" by dressing the offices out with antiques and traditional trappings of the "Establishment".

But alongside the aesthetics, there are also major design differences which arise out of the way US and UK firms actually operate.

The differences in the links between trainees and partners, the relationships between support staff and lawyers, and the extent to which individuals' offices are used for meetings, all shape the way law firms' premises are designed.

Ms Kostic Samen explained: "Clients of English lawyers do not penetrate the outer rim of reception areas, meeting, and dining rooms,

so there is often a marked difference between back and front of house. In US firms, by contrast, clients usually have to walk through the working areas to reach their lawyers' offices, so there has to be a uniformity of image."

One of the biggest change-drivers in law offices in recent years has been the arrival of information technology and the need for adequate cabling.

Most new offices are now adequately equipped. However, there are still problems over the adoption of speculative buildings for lawyers' use. Clifford Chance has one of the grandest law offices in London but it has found difficulty in operating from a building designed originally for multi-occupation use.

This has left it with a wasteful atrium area together with a floor plan ill-suited to lawyers' needs.

Keith Toms, the head of services at the firm, said: "There are constraints on our partitioning which mean that we can't get maximum value from our space. We need constant flexibility, but because of our ceiling structure, our offices tend to be slightly too big."

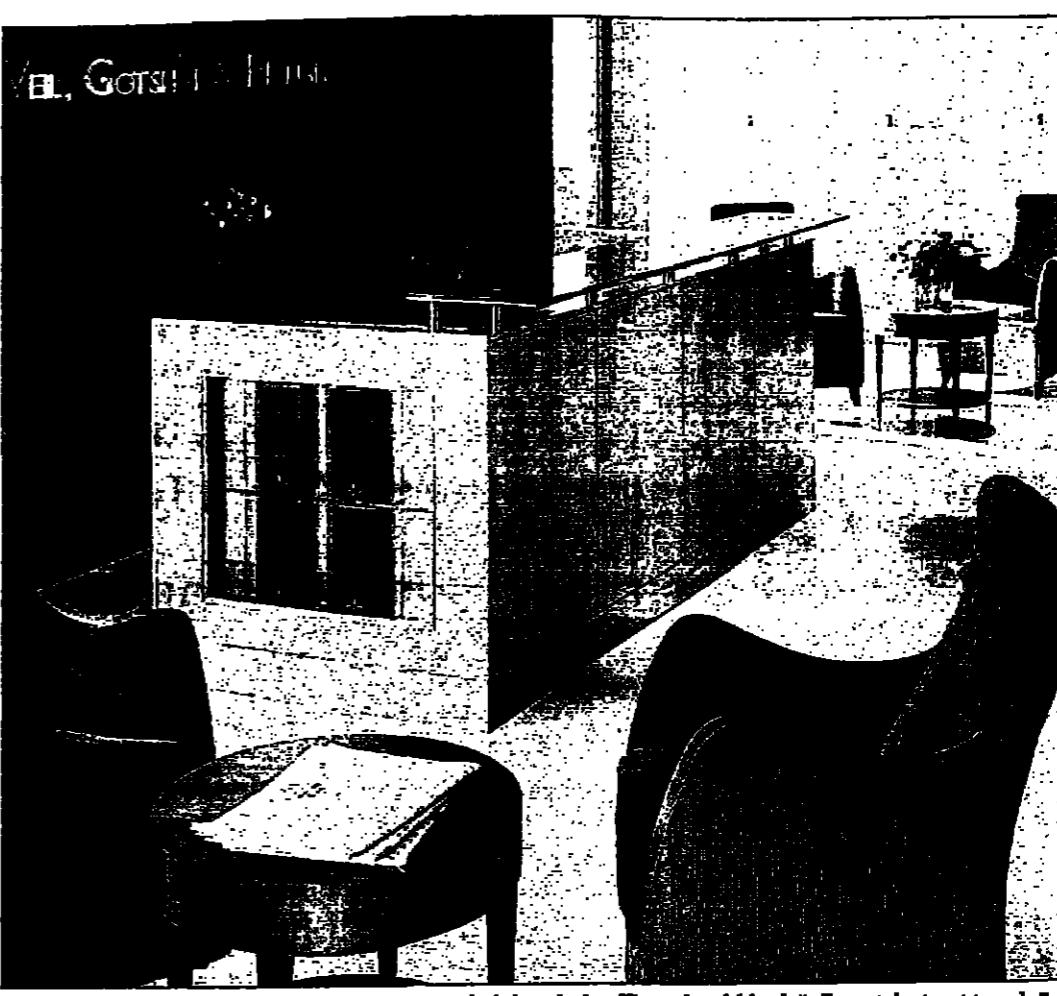
Office style can have a huge impact on the client

Recent research has shown that there is a direct correlation between utilisation of office space and profitability, so being in the wrong space can have an immediate impact on the bottom line. However, where you are positioned can be the most important factor of all.

Blake Lapthorn, one of the leading solicitors on the South Coast, ran out of patience with its collection of converted houses in town centres. Given the importance of the M27 as the major artery for mobility between Southampton, Portsmouth and Chichester, it decided to relocate, first, its commercial practice, and then its private client practice to prominent off-motorway sites.

The architecture of both offices is exactly the same, but the interior design is different. The corporate practice has an emphasis on high-tech efficiency while the private client is warmer with softer edges.

Perhaps even more important, however, the private client office is right next to a big out-of-town Tesco. Business has shot up. David Russell, the managing partner, said: "If we'd been on a remote business park, it would never have worked. The priority was to find a location where we could be close to our customers. We were fortunate in finding an ideal position."



Partners in Weil, Gotshal & Manges demanded that their offices should look "vibrant, but not trendy"

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INVESTMENT COMPANY To £60,000 International investment organisation seeks sole legal adviser. Highly attractive managerial role and genuine involvement in the negotiation, structuring and strategy side of this burgeoning business. Must have an excellent knowledge of M&A work as well as a capital markets and finance. You will ideally be between 4-8 years' qualified. Ref: T34236

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JUNIOR CONTRACTS To £Excellent Junior contract lawyer sought to take a lead role in a broad range of commercial contracts. You will have excellent experience of drafting and negotiating a range of agreements for this foremost computer services company. You will report to the main board and be intelligent, with a sense of humour and initiative. Ref: T33199

DERIVATIVES LAWYER Germany To £Excellent + bonus Prestigious international merchant bank seeks finance lawyer with between 1-6 years' experience in derivatives work to work in Germany. Bilingual and ideally with a German legal qualification, you will be ambitious and commercial. There will be a great deal of international travel within Europe. An excellent opportunity. Ref: T34309

For further information in complete confidence, please contact: Rebecca Eringhoff or Jane Meiré (0171-405 4062 (0171-357 0912 evenings/weekends) or write to them at QD Commerce & Industry, 37-41 Bedford Row, London WC1R 4JL. Confidential fax: 0171-631 6394. E-mail: rebecca@qdrec.demon.co.uk. (not encoded).



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Candidates will be graduate calibre, qualified lawyers or company secretaries, with a pragmatic approach to problem solving and a proven ability to work

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London Law IN ASSOCIATION WITH THE TIMES Crème de la Crème PRESENTS London Legal Secretary of the Year 1996/97

Established in 1994, London Legal Secretary of the Year is a competition to find the Capital's leading legal secretary, recognising their hard work and dedication to the job over the past year.

In addition to winning this prestigious award, there are fantastic prizes to be won:

- 1st prize A luxury fly-drive holiday to Boston and New England.
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Everyone nominated will automatically be entered into the TIMES PRIZE DRAW.

To nominate your secretary, please send details as to why her/his abilities should be recognised (in no more than 150 words) to Sarah Simon, London Legal Secretary of the Year Competition, 126 Grosvenor Gardens, London SW1W 0AA. Tel: 0171 600 6626. For further information call 0171 600 6620.

Please include the following information with the nomination: Your Name & Position, Name & Address, Name & Daytime telephone number, Closing date for entries is 31 December 1996. Interview date is 20 January 1997 and the results will be announced on 27 January 1997.

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■ DANCE

Steps towards reconciliation? The multi-tribal National Ballet of Rwanda makes a plea for peace



■ MUSIC

In Liverpool, Paul Daniel conducts a bitty and unsatisfactory programme with distinction



■ COMEDY

Ardal O'Hanlon brings a whole bag of Irish charm and blarney to his stand-up show in London



■ OPERA

Diva plays diva: Galina Gorchakova has a night of mixed fortunes as Covent Garden's Tosca

DANCE: Throughout the hatred and genocide, the Rwandan Ballet kept its vision of harmony alive, Nigel Williamson reports

New hope steps from the embers

The genocide in Rwanda which killed a million people in 1994 ranks perhaps only behind the Holocaust in the century's roll-call of shame. Fergal Keane, who was made journalist of the year for his coverage of the war, was acutely aware of the inability of words to describe the enormity of the horror. "Set against the evil of genocide, journalism was at best a limited vehicle of expression, at worst a crude and inadequate tool," he later wrote.

Art is also imperfectly equipped — nothing can convey suffering and misery on such a scale — but it is perhaps the best tool humanity has in its attempt to come to terms with such tragedy when words fail. The National Ballet of Rwanda lost about a dozen of its members during the war, on both sides of the tribal divide, brutally murdered by the opposing factions. Yet somehow throughout the killing the ballet kept going. The company, which includes Hutu and Tutsi dancers as well as the Batwa, the indigenous pygmies of Central Africa, felt that to give up would have been a betrayal of their murdered colleagues, an admission that the militiamen had won. Now, rising from the ashes of those dreadful times, the company is touring Europe under the name Isonga (the point of the spear), with a new production which arrives at the Barbican Centre in London this weekend.

Izuba ryAmahoro (The Peace Sun) is a stunning production of colour, rhythm, movement, and

song. Unsurprisingly, it contains a strong plea for reconciliation. "We have a message of peace, that we can work in tranquillity," says Jean-Baptiste Nkulikyinka, the artistic director who founded the ballet in 1974. "It shows people working together. You see in the production at the beginning there is animosity and then the chief says stop the fighting, come together and work with our traditions."

Nkulikyinka, who studied anthropology and linguistics as well as dance and drama in Belgium and Zimbabwe, remained in Rwanda throughout the war, struggling to keep his artistic vision alive. "We lost a lot of people, some wonderful artists. Some of our members lost everything. One lost his entire family and the group became his family. He came to rely on us, Hutu and Tutsi alike. It was a very difficult time but what should we do? Even in war people must continue to work and to eat and this is our job, singing and dancing."

Within the group the different tribes have worked together for more than 20 years. "We never let the politics intrude into our humanity and our art. If we can live together harmoniously, united by song and dance, perhaps we can be an example," says Nkulikyinka.

That is our theme, bring people together. We hope it can be healing, that people from whatever tribe will see it that way." When they are booked on a tour for Unicef, highlighting the problem of the country's many orphans of war.

The dances and music in the



Moving in step: the dancers of the Rwandan Ballet find inspiration in their shared traditions — "In the richness of common culture must lie the seeds of peace"

current production are strongly traditional but they are neither Hutu nor Tutsi, says Nkulikyinka, who is of mixed descent. They are both because the Banyarwanda (peoples of Rwanda) have common culture. Hutu and Tutsi share the same language, the same religion and the same music, dances and traditions. In that richness of common culture must lie the seeds of peace."

The production, which plays for

almost two hours without an interval, highlights different aspects of traditional rural life — hunting, harvesting, war, love, marriage and death. The 30-strong troupe, in colourful traditional costume, dance at times with exciting abandon, at others with moving gentleness, but always with poise and grace. Against a simple *mise en scène* which recalls a Rwandan hillside scattered with rust huts, the show reaches its

climax with three dramatic pieces — first, the Intore, a fierce war dance with exotic head-dresses and proud and tempestuous stomping; then an achingly beautiful performance from the women, slow and mournful, called the Bambananga; and finally the thunderous sound of the Ingoma, the drums of the ancient royal court.

It is an uplifting production, full of life and hope but underpinned with a sensitive understanding of

the tragedy of Central Africa. There is no greater testament to the strength of the human spirit than that such beauty can come out of unimaginable horror. Audiences across Belgium and Holland have been left crying for more.

Since the company set out from Rwanda on tour, events have moved on and the refugees have started returning from the camps in Zaire. The company has followed the news from afar, with both hope

and concern. Do they fear reprisals and further bloodshed when a million Hutus return to the scene of such recent bitter fighting? "We are lucky to be away from the difficulties. For the moment we dance and we sing and we will see when we return," says Nkulikyinka. "But it must be a good thing when man goes back where he belongs."

• The Rwandan Ballet performs at the Barbican (0171-638 8891) on Saturday at 5.30pm

Father, dear father

Ardal O'Hanlon
Her Majesty's

risen on the spot, is there. And the Irishness is definitely there, in ramblings and non sequiturs so convincing they might have come out of a *How to be Irish* — and *Cute* handbook.

As he admits early on in an hour-plus stint (the second half of a show that also features the excellent Mark Doherty), he is not a hard-edged, satirical, bit-of-pol-

itics comic. No, he's an Eddie Izzard-like dealer in fantasies that sometimes just sort of stop, rather than end. But you laugh because you really want him to know you like him, and would be proud to buy him a drink.

The monologue is shot through with lines that stay in the memory — the story of how he won the "guess the age of the chicken" contest twice running ("The second year was easier"); the observation that bees embarrass easily, which is why they bash themselves against windows trying to get out of rooms ("Oh, they're all looking at me, let me out").

There's not quite enough solid stuff to keep audiences laughing for a full hour — perhaps a bit of politics really would not be such a bad idea — but O'Hanlon is something special: his own man, despite the famous alter ego.

CHRIS CAMPLING



DONALD COOPER

Doomed from the start

OPERA
Tosca
Covent Garden

THIS *Tosca* could do with sprucing up before Plácido Domingo arrives next week to conduct the performance marking the twenty-fifth anniversary of his Covent Garden debut. That was an *Cavaradossi*, and the latest incumbent of the role, Keith Olsen, could have learnt a thing or two listening to Domingo over the years.

Olsen has appeared a number of times at the House, and deserves a more solid engagement in the Italian repertoire. Yet he rarely managed to suggest that *Cavaradossi* was the right role for him, and generally had an unhappy night. The opening *Recondite armonia* was a mess and recovery was slow. The middle of the voice is powerful enough, but the top too often sounded strangled and frayed. It needed a fork-lift truck to get up the high notes.

Otherwise her best moments came in the scenes with James Morris's solid chief of police. His baritone may have lost some of its stink sheen and his dark goatee beard hardly matches a mop of silver hair, but Morris still knows how to command the stage. Unsubtle he may be, but his directness pays off.

The minor roles were excellently played. Jeremy White (the *Sacristan*) and Michael Druiett (*Angelotti*) were the newcomers, and Robin Leggate repeated his oily *Scarpia*, a creature of the shadows sometimes obscured by the Garden's current vogue for Stygian staging. The evening's best contribution came from the orchestra, with Downes taking the opera slowly and playing for full melodramatic effect.

JOHN HIGGINS

Galina Gorchakova (Tosca) and James Morris (Scarpia)

French dressing

THE Ensemble Clément Janequin defied burnt-out tunnels and airline strikes to appear before an appreciative audience at the Wigmore Hall. It presented an extended but nicely varied programme of vocal and instrumental music from the first half of the 16th-century, focusing on the repertoire of the courts of Francis I and Charles V, with "basse" pieces by Janequin and others together with Mateo Flecha's *La Guerra*.

The voices were accompanied, to good effect, by pairs of lutes or guitars and bass viol, although I was less convinced by the instrumental accompaniment in the madrigalian villancicos by Juan Vásquez. It was especially good to have the opportunity to hear a work by the 16th-century Catalan madrigalist Joan Brudieu.

TESS KNIGHTON

his setting of the *Seven Joys of the Virgin*, which is less Italianate than many of his madrigals, and it drew some marvellously sustained singing from Dominique Visse and his companions.

The second half of the concert began with a selection of Josquin's greatest hits which were sung with flair and expressiveness as the contrasted settings demanded. The *Chansons de Clément Janequin* are too rarely heard, and again were performed with great conviction. A rousing interpretation of Janequin's *La Vatelle de Marignan* rounded off a most enjoyable evening.

TESS KNIGHTON

PAUL DANIEL'S programme for Liverpool — with the teenage Benjamin Britten's *Quatre Chansons françaises* at the centre — looked good from a distance. On closer examination in the Philharmonic Hall, it did not work.

As contrasting scenes, the *Flying Dutchman* Overture and the *Four Sea Interludes* from *Peter Grimes* might usefully be featured in the same concert — but not as mutually exclusive operatic cultures, one after the other. With the Britten songs coming next, there were never fewer than nine pieces before the interval, and still enough time to accommodate another substantial item, together with Sibelius's Fifth Symphony, before the end of the concert.

The short measure of music was particularly disappointing in that Joan Rodgers's part in the concert was so soon over. She sang the Britten songs most attractively, illuminating the word setting with discreet but always meaningful applications of vocal colour, while Daniel and the Royal Liverpool Philharmonic Orchestra discovered a whole series of expressive felicities in the scoring. But, for all their evidence of youthful genius, the *Quatre Chansons françaises* are flimsy in content and would have been more effectively presented in

CONCERT

RLPO/Daniel Liverpool

parallel with, say, the same composer's *Les Illuminations* that would have given the soprano soloist something to reflect her dramatic qualities as well as her sensitivity.

The size of a concert is not always determined by its length, of course. Paul Daniel's account of Sibelius's Fifth Symphony did much to compensate — not by dwelling on the work, but by presenting it with such sustained ardour that by the end there was little left of our capacity to respond.

The way he handled the difficult approach to the Allegro moderato section of the first movement was characteristic. Far from treating the transition as a metrical calculation, he seemed to arrive at the tempo change by increasing the emotional pressure, so that the radiant new material made its entry as a dramatic rather than structural event.

No doubt calculation was involved but, with the RLPO

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BACH'S FRENCH SUITES

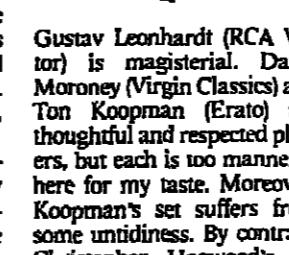
reviewed by Graham Sadler

CONCEIVED as an offering to his second wife, Anna Magdalena, Bach's French Suites have long endeared themselves to players, not least because they are technically easier than most of his others. And unlike, say, the French repertory, pianists have still not surrendered them to the harpsichordists. Of the 13 current recordings, six are by pianists.

Much the most idiosyncratic is Glenn Gould (Sony Classical). His technical command is undeniable, yet he can seem infuriatingly egocentric. Joanna MacGregor's recording (Collins Classics) tends towards understatement, and her excessive use of pedal causes some textures to emerge in a dreamy haze.

More persuasive is András Schiff (Decca), but his playing can be over-aggressive. Of the pianists, I would recommend Angela Hewitt (Hyperion) whose readings are pleasingly straightforward and free of mannerism.

But if I have to choose a single version, it must be on



Gustav Leonhardt (RCA Victor) is magisterial. David Moroney (Virgin Classics) and Ton Koopman (Erato) are thoughtful and respected players, but each is too mannered here for my taste. Moreover, Koopman's set suffers from some untidiness. By contrast, Christopher Hogwood's recording (L'Oiseau-Lyre) survives the competition well. This would be my first choice were it not for the oppressive sound of his fiery-sounding instruments, recorded too close for comfort.

The set I could most happily live with is Lars Ulrik Mortensen's (KontrePunkt 32103/04, 2-CD) — not free of mannerism, but technically impressive, stylistically sensible, well recorded, and with embellishments that could have sprung from Bach's fingers.

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GERALD LARNER

FOOTBALL

England offered little comfort by Sacchi's exit

By ROB HUGHES, FOOTBALL CORRESPONDENT

ENGLISH football would be heading for the mother of delusions if people misinterpreted the departure, after 53 internationals, of Italy's national coach, Arrigo Sacchi, as beneficial to the England v Italy World Cup qualifying game at Wembley on February 12.

Rather, the players of Italy, whose technical and tactical quality looked as high as anyone's during the European championship, England last summer, are likely to feel the release. Sacchi had tried to go against the instincts of Italian play. He had taken them to within one missed penalty of winning the 1994 World Cup, yet, he had repressed individualism and, it is said, that the players succeeded in spite of, rather than because of, their leader.

Why then did he last? His record of winning 34 games, drawing ten and losing only nine contradicted his habit of fiddling with the line-up while his tenure burned. He used 92 players in those games and his tinkering surely cost Italy any progress in the European championship.

They had beaten Russia at Anfield with a polished and technically proficient display. Three days later, Sacchi changed five of the team, either because he underestimated the Czech Republic, or because he felt that, with his system, players were as interchangeable as light bulbs. Whatever, they lost to the Czechs and the feeling remained that it was self-induced, that the coach betrayed the rhythm and trust of the team, and that, from then on, lost the trust of the dressing-room.

He had lost the media long before that. One journalist had written: "Imagination and flair in Sacchi's Italian teams could be drowned in a glass of water. Ability to invent has become a mortal sin, every player is afraid to improvise."

When the players dropped and alienated, include Roberto Baggio, Gianluca Vialli and

Giuseppe Signori, then the foes in the press attracted too many public supporters even for the articulate Sacchi to withstand.

When he made his telephone call to Raffaele Paganotti, the commissioner temporarily in charge of Italy's football federation, to resign on Sunday, Sacchi jumped before he was pushed.

A new federation president will be elected on December 14

and Sacchi already knew that the only thing keeping him in office was the size of his salary.

Therefore, when Silvio Berlusconi, the former prime minister and the owner of AC



Sacchi: departure

pay Sacchi compensation and are rid of the two men who had become, from the moment Italy dropped out of the European championship, the country's lame ducks. That day, Antonio Matarrese, then the president of the federation, had stood emotionally beside Sacchi and said: "As long as I remain president, Mr Sacchi will also remain."

You could see from the sunken eyes of Sacchi and from the slumped shoulders of Matarrese that both suspected their time was up. The president was voted out by the summer, Sacchi lingered on.

Those who have watched and admired Italy through the years know that the quality rarely dips. Indeed, look at the exports to England — Fabrizio Ravanelli, Gianfranco Zola, Roberto Di Matteo and Vialli. We have them because Italy has done with them, there are better players, Italian clubs believe, at home. And while they possess an enviable surfeit of riches, who can raise Italy over their threshold of neurosis, raise them and release them to perform?

The betting favours Dino Zoff, the former national goal-keeper, now the figurehead of Lazio, and Cesare Maldini, the father of Paolo, Milan and Italy's left back.

Maldini senior is primed for the succession. He has not yet had the puff of white smoke, but, as the coach to Italy's successful under-21 teams over the past five years, he has the trust of many of the squad. That, many think, is the crucial factor: trust the quality of the players, cooperate rather than order them, and Italy, next time out, will be a liberated force, which, unfortunately, will be at Wembley in February.

The tinkerer Sacchi has gone. The players, like footballers everywhere, will be anxious to impress the new manager, and, given their technique, frankly Charlie Carli could take over for February 12 and come up smiling.

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TENNIS

Henman to net reward for year's attainments

FROM ALIX RAMSAY IN MUNICH

IT SEEMS an awfully long time ago that Tim Henman was taking the nation by storm at Wimbledon, but in tennis the men with the money have long memories. Today Henman opens the Compagnie Générale de l'Automobile (CGA) Grand Slam Cup, the richest tournament on the circuit, against Michael Stich, having squeezed into the main draw after an exodus of top players.

At worst, Henman stands to make \$100,000 (£65,000) as a first-round loser, but, should he go through to the quarterfinals, he is guaranteed a cheque of at least \$250,000, and, against Stich, anything is possible.

Not that Henman is expecting anything from his week in Munich. The call to arms was a surprise and whatever happens here is no more than a bonus to a highly successful year.

The experience will at least

ranked No 12 in the world and a semi-finalist at Wimbledon. He rounded off the year with a win in Munich and has not been the same since. Two years later Petr Korda took the title and has spent the three years since trying to climb back to his former world standing after a series of injuries. Even Stich has had his ups and downs since he won here in 1992 and lost to Korda in the 1993 final.

Not even the vast sums of money on offer can repair the wear and tear of 11 months on the road and, as the season limps to a close, Pete Sampras, Michael Chang and Todd Martin have pulled out citing injury problems. That has opened the door not only for Henman, but also for Thomas Enqvist and Jacob Hlasek. Quite what state Enqvist will be in tomorrow, when he takes on Yevgeny Kafelnikov, is anybody's guess. A fraught Davis Cup final and five long sets on Sunday may have ended his challenge before it even began.

Goran Ivanisevic is the exception to the Grand Slam Cup rule, but then again he never does anything according to the rules. As noisy as he is talented, Ivanisevic, the world No 4, was stuck firmly in the doldrums until he arrived in Munich last December. With no real hopes of doing well, he won the title and has collected five Association of Tennis Professionals Tour events this year. He begins his defence tomorrow against Mikael Tillström.

If pushed, most players will admit that they play in the Grand Slam Cup for the money. Ivanisevic, though, has an added motive. Last year he took his winner's cheque back to Croatia and started a children's foundation to help those still struggling in the "aftermath" of the war. While few things appear to matter to Ivanisevic, he is at heart a decent chap and a good showing in Munich will help to swell the foundation's coffers.

In 1991 David Wheaton was

serve Henman well. To play Stich in front of a partisan German crowd should make the polite, if enthusiastic, applause on the lawns of the All England Club seem a million miles away and, should he reach the semi-finals, he is likely to face Boris Becker.

The Grand Slam Cup has

always been something of a

mixed blessing to its champions.

They walk away with \$1.5

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ment, with an extra \$250,000 for each grand-slam

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A manic Monday of women behaving badly

Monday nights are normally staid affairs. We look forward to the cool authority of *Horizon*, *World in Action*, *Panorama* or *Secret Lives* and wrap our legs in blankets. But something went wrong last night: the telly glowed hot and over-excited, perhaps in early anticipation of Christmas. What with the continuation of *Moll Flanders* (ITV) as well as the *Wicked Women* film *Braten Hussies* (BBC2) the telly was all noise and colour and flesh and sex, in dizzying amounts. Normally, the morning after a Monday night one wakes the wiser for a few facts about science, society, politics and biography; and can feel sober and virtuous (if curiously empty). How remarkable, then, that waking after last night's offerings one cannot see the colour pink without breaking into a muck sweat and rushing to the bathroom.

Braten Hussies was a bold

production, but unfortunately its boldness had so little ostensible purpose that it becomes hard to offer congratulations. In terms of production, in fact, it was one of the most peculiar things I've ever seen — a high-camp, hysterical form of parasitism, with boudoirs of deep pink, ambient light of deep pink, condoms of deep pink, and even deep pink bollards running alongside the gasterometer. Julian Clary did a sumptuous cameo. Meanwhile the rather sad story concerned a middle-aged, lovestarved woman whose attempt to jump-start her libido involved employing young men as male strippers in her husband's pub.

Julie Walters, as Maureen, was terrific, as usual — but never has an actor had to fight so hard against the wallpaper, and lost. Meanwhile, Robert Lindsay gave an enthusiastically flesh-craving performance as the loathsome Billy. A preening Romeo with Bee

Gee shirts and nasty hair like Peter Stringfellow, who seduced Maureen and promptly betrayed her. His particular courtship ritual was to disappear under a dinner table and re-emerge with Maureen's tights in his mouth, so no wonder she fell for him. Sexual attraction is funny, isn't it? The only trouble from the characterisation point of view was that, with Billy clearly contemptible from the start, Lindsay had nowhere much to take him (pelvic thrusts notwithstanding).

A bit more realism in the production, and Maureen's part of the story could have come properly alive. But realism wasn't the point, as I somehow keep forgetting. Posing pouches were the point, waxed chests, and menopausal over-excitement. Women in garish make-up chased young lads, strutting down the street; at the grand opening of 'Ladies' Night, a pack of women fell on

Lindsay and tore his clothes off, like the Bacchae with hairspray. And in the midst of it all, Jimmy Tarbuck was brilliantly cast as a showbiz promoter, which shows what bizarre things can happen when imagination runs wild.

What would have made Maureen happy? Love, that's what. Or, in her own words, "some kind of tenderness". The same message keeps coming across in the continuing story of *Moll Flanders*, too.

Beautifully played by Alex Kingston, Moll is feisty (and fond of rumply-pump), but the point of her story is that she is continually searching for a safe haven. She only looks for a new man when the last one lets her down; when her conscience drives her. Last night's second episode concerned her unfortunate marriage to her half-brother, in Virginia. The discovery of this consanguinity was double-edged, of course, because although Moll found her true mother (hoorah), the old lady turned out to be Diana Rigg in a funny hood, doing an uncalled-for impersonation of Glenda Jackson.

Much as I am enjoying *Moll Flanders* — especially the very English, *Tom Jones* energy of it —

I must say the scene between mother and daughter last night was astonishingly bad. Rigg's Mrs Golightly is certainly no conventional woman, but her reception of

Moll's news still required something more in the acting department than pursed lips and round eyes. It's not every day you discover your son's wife is your own daughter. Diana Rigg, however, looked like somebody who had just been goosed, but couldn't look round.

Best thing of the whole evening, in my opinion, was Channel 4's *Pond Life*. This new, 15-minute animated series, written and directed by Candy Guard, concerns yet anotherreckless female looking in vain for a harbour, in this case Dolly Pond — a grotesque cartoon girl with big glasses, spotty shorts and a fat friend called Belle.

Disatisfied single life is the big funny subject with women these days, and it makes you think, doesn't it? I mean, gosh, if I had only written a million columns about it myself, I would bring them

out in paperback for Christmas! Dolly Pond, meanwhile, is gloriously funny — snappy, self-pitying, self-deluding, contradictory, exaggerated; in short, just like every single woman I know. Deciding that she's hopelessly in love with a ginger-haired photographer called Sid (who has no idea), she watches telly with Belle but can't get Sid off her mind. "Bermice" says someone on the telly. "Oh God," sighs Dolly, wretchedly. "Sid's mum's called Bernice."

The drawing is funny, but the scripts are brilliant (and I have watched the next three, to check). Emma Chambers voices Belle, and Sarah Ann Kennedy has the perfect moaning tone for Dolly. The only problem is that it's scheduled at 5.45 — when nobody will see it.

• Lynne Truss's collection of columns *Making the Cat Laugh* is published by Penguin on Thursday at £6.99

REVIEW



Lynne Truss

BBC1
6.00am BUSINESS BREAKFAST (13715)
7.00 BBC BREAKFAST NEWS (1) (44845)
9.00 BREAKFAST NEWS EXTRA (1) (1291338)
9.20 STYLE CHANNEL (4174357)
9.45 KILROY Studio debate (600406)
10.30 CAN'T COOK, WON'T COOK (13390)
11.00 NEWS (1) (3693380)
11.05 THE REALLY USEFUL SHOW Consumer advice (562403)
11.45 SMILLIE'S PEOPLE (836734)
12.00 NEWS (1) (7820767)
12.05pm THE FLYING DOCTORS (1) (3503951)
12.54 A DIFFERENT COUNTRY PRACTICE (3001048)
1.00 NEWS (1) and weather (47932)
1.20 REGIONAL NEWS (5982064)
1.40 NEIGHBOURS (1) (2904390)
2.00 CALL MY BLUFF (7195)
2.30 THE TERRACE (39)
3.00 INCOGNITO (9970)
3.30 BRUM (7058745) 3.40 Romuald the Reindeer (1533406) 3.50 Chucklevision (525574) 4.10 Oscar's Orchestra (1) (12512) 4.35 IT'll Never Work (1) (7928425) 5.00 Neighbours (1) (5660686)
5.10 THE BIZ A new series begins about the students of the Markov School of Dance and Drama (8838593)
5.35 NEIGHBOURS (1) (230338)
6.00 NEWS (1) and weather (38)
6.30 REGIONAL NEWS (90)
7.00 HOLIDAY Jill Dando visits Sorento on the Neapolitan riviera; John Pitman drives from LA to Palm Springs; Carol Smillie explores Portugal's Costa de Prata on horseback; and John Holdsworth takes the Eurostar to Lille (1951).
7.30 EASTENDERS The Vic is under surveillance while Peggy and Tiffany embark on a secret trip. Carol receives a very frosty reception upon her return home (1) (74).
8.00 SPORTSNET: Newcastle v. Miert Live action from the Uefa Cup third round second-leg tie from St James' Park. Presented by Deonra Lynn. Commentary from John Motson and Chris Waddle. NB: Subsequent programmes are subject to delay and alteration (4193344).
9.55 NEWS (1) REGIONAL NEWS and weather (468512)
10.25 FILM: *Nighthawks* (1981) with Sylvester Stallone. Thriller about two New York cops who are assigned to a special unit on the trail of international terrorists. Directed by Bruce Malmuth (1) (340765). WALES: 10.25 Irish Politics 10.50 FILM: *Nighthawks* 12.30am FILM: *After Midnight* (1988) with Julian McWhirter and Pamela Segal. A group of college students visit their tutor's house one night as part of their "Psychology of Fear" course. Not all survive until the morning. Directed by Ken and Jim Wheat (1) (94617).
1.30am WEATHER (8555471)

VideoPlus+ and the Video PlusCodes The numbers next to each TV programme listing are Video PlusCode numbers, which let you record your video recorder instead of a VideoPlus+ handset. Tap in the Video PlusCode for the programme you wish to record. VideoPlus+ ("), Pluscode and Video PlusCodes are trademarks of Gemstar Development Ltd.

BBC2
6.00am OPEN UNIVERSITY: The Necessity for History (7062222) 6.25 Witting and Unwitting Testimony (5076357) 6.50 An Historian at Work (3939319) 7.15 See Hear News (2318406) 7.30 Perils of Penelope Pitstop (5239392) 7.50 Blue Peter (1) (5240406) 8.15 Johnson and Friends (5693593) 8.25 Soot (5976345) 8.35 The Record (5376512) 9.00 The World (7026828) 15.10 Life Goes on in the Kitchen (5792425) 10.00 The Fugitive (5671932) 11.15 The Phil Silver Show (4222280) 11.40 Flash Gordon (202767) 12.00 See Her Heart (35512) 12.30pm Working Lungs (58389) 12.45 Soot (5977284) 1.05 Johnson and Friends (5904245)
1.15 FILM: The North Star (1961) starring Anna新的 and Farley Granger. Second World War drama about a group of Soviet peasants fighting the Nazis. Directed by Lewis Milestone (7284845).
3.00 News (1) (7402009) 3.05 Westminster with Nicky Campbell (1) (2761625) 3.55 News (5240786) 4.00 Today with the Day (13) 4.30 Friday, Sunday, Cook (15) 5.00 The Open Window Show (1) (4757693) 5.40 Lifetimes (4222767) 5.50 A Week to Remember (1) (94125).
6.00 FRESH PRINCE OF BEL-AIR (1) (22357) 6.25 *Hard Knocks* (High) (1) (107046) 7.10 The O Zone (855683)
7.30 THE VERDICT David Rose investigates why bimboes and the only professionals you can't sue (1) (16).
8.00 UNIVERSITY CHALLENGE Manchester v. Birkbeck, London (1) (8241)
8.30 FOOD AND DRINK Michael Barry offers advice on taking the stress out of preparing the Christmas dinner. Jill Godden and Oz Clarke taste test a selection of Spanish wines (1) (4048)
9.00 NEWS (1) and weather (38)
9.30 REGIONAL NEWS (90)
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AMERICAN FOOTBALL

Denver's confidence mile-high after record sequence

SPORT

TUESDAY DECEMBER 3 1996

Keegan demands discipline

Safe European home sought by Newcastle

By DAVID MADDOCK

ON THE flight back from France after the first leg of their UEFA Cup third-round tie, the only worry that consumed the Newcastle United players was to arrive safely back in Blighty. It appeared qualification was virtually guaranteed after a 1-1 draw, and their thoughts were, instead, fully occupied by a horrendous take-off at snowbound Metz airport.

The plane made it back to Newcastle, of course, but such a harrowing journey, buffered by howling snowstorms and gales that raged across the Continent, may have offered a clue that the second leg is not as straightforward as it seemed after that fulfilling evening in the medieval town. Newcastle enter the game

tonight on the back of a performance against Arsenal on Saturday that Kevin Keegan, the Newcastle manager, described as the worst his side has produced this season. The alarm bells are clearly ringing at St James' Park after the perplexing 2-1 defeat and Keegan displayed more than a hint of nervousness in his voice yesterday when he addressed the contest this evening.

"I could tell from this morning's training session that the players were hurt," he said of the Arsenal game. "I imagine they drove home on Saturday knowing that the performance wasn't acceptable, either for the fans or the chairman, who has put so much money into this club. It is about pride, and

we didn't look as if we wanted to win. But they have to learn, and learn quickly, because if we play like that again we will be out of this competition."

Keegan has set much store by the UEFA Cup this season. He believes that Newcastle are good enough to win a European trophy and is determined to do so, if only to prove that English football is the equal of its continental counterparts.

There was nothing to suggest in Metz that the French club is capable of preventing progress to the quarter-final, but that was before Newcastle's inexplicably listless display on Saturday. The game was still dominating the agenda yesterday, not least for the allegation against Alan Shearer that he contributed to the dismissal of Tony Adams.

Shearer was quick to refute such a suggestion. Newcastle must concentrate, he said, on rebuilding confidence for the game tonight rather than dwelling too long on past results. "Tony shouldn't have been sent off, and there is no problem between us," he said.

If there was a gloom pervading the Newcastle training ground yesterday, then it must surely have been lifted a little by news from the opposition camp. Newcastle endured a physical contest in the first leg, with Ginola and Batty, in particular, receiving rough treatment. Now, it seems, the French team are worried about what awaits them.

Isaías, the Brazilian, was involved in a skirmish with Batty and he has apparently been fined £5,000 for throwing a punch at the England international. He could also be dropped, and the inference from Joel Muller, the Metz coach, was that his midfield player does not possess the stomach for a return.

"He is nervous, and there is no room for that," Muller said. "It is a matter of temperament, and I am not sure he has enough discipline for a match like this. I cannot forgive what he did in the first leg."

Keegan is likely to give the team that was embarrassed on Saturday a chance to redeem itself this evening, despite threats of major changes immediately after the game. "I am not a manager who does go in for many changes," he said yesterday. There is one change he does demand from his players, though: that they show more discipline. "If we do that, we will go through," he said.

The England management has "shown it hand" (to use the words of David Lloyd, the coach, yesterday) so far in advance of the Test series because it wants to allow its chosen XI the chance to play in the two four-day games before the first Test in Bulawayo. The first begins today against Mashonaland and the second,

only other seamer, apart from Iran.

Whether five England bowlers will actually be any more effective than four is a moot point. All but Gough of the five earmarked to play took part in the one-day defeat by the President's XI on Sunday and scarcely struck fear into the hearts of a modestly strong side.

To facilitate Stewart's role with minimum disruption, he will not continue to open the innings, a role that would have been subject to late change if Stewart had experienced a long day in the field. Instead, Atherton will open with Knight, a combination that has the added advantage of bringing right-hander and left-hander together.

This is far from the first time Stewart and Russell have been asked — in different ways — to pay the price for the absence of a genuine batting and bowling all-rounder. Indeed, it happened in England's last Test match, in August, when they needed to beat Pakistan and

Russell received an immediate assurance that he would tour.

Russell, who in June scored a fine defiant century against India at Lord's, said yesterday of his likely omission that he would be "telling a lie if I said that it did not hurt". But the Test series is still a fortnight away and a lot can happen in that time to change England's thinking.

"I have to try to remain optimistic," Russell said. "Anything can happen and I will certainly be making sure I am ready for every game. Although it hurts at the moment it won't deter me from fighting on."

Again, Albania's Northern Ireland are looking for their first home World Cup win after losing to Ukraine and drawing with Armenia at Windsor Park.

Nigel Worthington, of Stoke City, has to prove his fitness this week during training with his club. He could not play in Germany, because of back trouble and has not appeared in any games since.

SQUAD: W (Nottingham Forest), P (Preston (Brentford), N (Worthington), G (Gillingham), S (Sheffield United), M (Millwall), K (Dover), R (West Ham), D (Luton), L (Leeds), C (Hull), J (Birmingham), S (Luton), M (Middlesbrough), G (Tottenham), B (Bolton Wanderers), H (Hull), R (Reading), G (Nancy), T (Nottingham Forest), D (Sheffield Wednesday), S (Sheffield Wednesday), M (Middlesbrough), N (Nottingham Forest), S (Sheffield Wednesday), W (Nottingham Forest), P (Preston), N (Worthington), G (Gillingham), S (Sheffield United), M (Millwall), K (Dover), R (West Ham), D (Luton), L (Leeds), C (Hull), J (Birmingham), S (Luton), M (Middlesbrough), G (Tottenham), B (Bolton Wanderers), H (Hull), R (Reading), G (Nancy), T (Nottingham Forest), D (Sheffield Wednesday), S (Sheffield Wednesday), W (Nottingham Forest), P (Preston), N (Worthington), G (Gillingham), S (Sheffield United), M (Millwall), K (Dover), R (West Ham), D (Luton), L (Leeds), C (Hull), J (Birmingham), S (Luton), M (Middlesbrough), G 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